P 245 —

F. IX-4

1931-

File No. 37-31

ous References (CRR

Serial Nos. 1(a)

ter References
RB. 37-31-
RB 1-34-1
15-37-1
CRB 9-38-8

General and Revenue Secretariat.

rial Nos.

Part B for

SUBJECT.

Mis: Refce: Papers: relating to the Appointmen

Staff Selection Board —
in Mysore —

the next
(For Disposal at/a Meeting)

No. C. 23

of 1929-30

GENERAL AND REVENUE SECRETARIAT.

Council Matter.

SUBJECT

(clause xii of the schedule)

Appointment of a Staff Selection Board.

CIRCULATED TO THE MEMBERS OF COUNCIL.

By Order,

Chief Secretary to Government.

18th December 1929.

3635/19.12 **First Member of Council.** 19.12.29

Second Member of Council.

5993/18/12 Third Member of Council. 18/12/29

D2

F 3222 (1.
C.R.B.

(1) In connection with the question of a full time Secretary to the Central Recruitment Board, which was discussed in Council, the decision arrived at was, --- that the question may await the general revision of the rules. The Council resolution does not however indicate as to on what lines the rules are to be revised It is proposed to suggest a few lines on which the question of the revision of the rules may perhaps be considered. A note on the existing conditions in relation to recruitment and showing where the existing rules are defective and inoperative has been submitted and certain remedies have been suggested. I have also indicated some lines of revision in my note on the proposal regarding the constitution of the Staff Selection Board. The following supplemental suggestions are offered:

Subject No. 5 at the last meeting.

(2) (1) In any case of recruitment involv an appointing Officer

(2) Existence of vacancies

(3) Availability of suitable candidates for the posts

(4) Clear definition of a policy in relation to recruitment and lastly

(5) The formation of rules to regulate the appointments with a view to secure the desired end.

(3) Now the policy of Government has been well defined and definite rules

have been laid down. These are more or less efficacious and the direction in -- which improvements are necessary have been sufficiently indicated and are under consideration. It seems to me that the object sought for by the rules cannot be obtained unless these rules are generously and sympathetically worked with a certain amount of bias in favour of the Backward Community classes and the desire to stretch a point in their favour and an attitude on the part of Government to encourage real results rather than insist merely on ~~exact~~ correct procedure. The "C/ statements of various offices generally indicate that in Districts and in offices presided by over Non-Brahmin Officers results have been better than in other cases. Hence it is a point for consideration if the policy of Government should not be devoted to secure an adequate representation of ~~Backward~~ Non-brahmins in all offices that carry with them the powers of appointment. If this is properly looked after and the interest of Backward Community Classes are properly safeguarded in this direction other good results will naturally follow. It is a matter which Government may consider in connection with its general bearing on the question of safeguarding the interests of the Backward Community Classes.

4) Then again in an office the Manager, the Head Clerk and Heads of Sections weild a very real influence and largely mould the results as they work the crude material into a certain shape and the presiding officers often have to be guided by

their notes and interpretations and rules. It is in this direction again that an ---- attempt should be made to secure an adequate representation of Backward Community interests. The rules of recruitment as they stand at present do not at all cover the above situations.

5) The Government probably need not worry with such small appointments like Training Substitutes on Rs 13/- or so in Primary Schools or Attenders and Mutchis in superior service and generally in respect of all small appointments. If among the ---- Officers competent to make these appointments the Backward Community Classes are properly represented, then in all likelihood, things will square themselves.

6) In another connection I have noted that as our rules do not at all touch the appointments that really matter, the scope of the rules should be extended in relation to higher appointments a certain percentage of which should be reserved to ~~Backward~~ candidates of Non-brahmin Community classes. If however this question of giving preference in promotions to the deserving candidates of Backward Community Classes to a certain limited extent is regarded as unsound even as a temporary measure then the question may be considered from a different point of view. It should be quite possible to extend the scheme of probationers in respect of --- these appointments as is done in the case of

amildars, Sub Registrars, Excise and Police Inspectors and even Police Sub Inspectors.

certain number of deserving candidates of backward Community classes may be recruited on a small stipend and given necessary training with a view to their absorption as Head Clerks or Head Munshis etc., or Heads of Sections. The other direction of revision will be the constitution of a Staff Selection Board, work out proposals of Leave reserves, extension of a scheme of probationary clerks to all departments and appointments by the Board on provincial basis. This question of revision of rules is an important one and may perhaps be considered in Council.

10395
30/3

7) Subd for orders

Chairman
3rd member)

WJ
30/3

8) no necessity as empls.
may note reports
(1) the desirability of leaving a
large proportion of num Brs (2) among Whs
competent to make appointments
(b) among Head
Clks, managers. extent by the scheme of
direct recruitment to ~~the~~ appointme
Prbrs.

9) Shd it may have a note on subject for
consideration in Council. If made out, Executive

WJ 3/7/29

Please see my note
Subd
RK 5/7/29.

Serial No.

315/10/7

CHIEF SECRETARY.
8 JULY 1929

11) A note is put up as per instructions.

Chief Secy) 8/7/29

3rd Month

RS 9/7/29

PT.O

WD 021—GPB—30,000—21-8-28

APPOINTMENT OF A STAFF SELECTION BOARD IN MYSORE

12) At the last meeting of the Central Recruitment Board held on 31st May 1929, the working of the recruitment rules introduced in the year 1921 was examined and it was found that, although there has been some improvement in the proportion of members of backward communities in the State service during the past eight years, the results achieved so far have not been commensurate with the amount of thought and trouble devoted to the subject, as the activities of the Board have at present been confined to the watching of the recruitment of officials on low salaries, such as, clerks, primary school masters, etc. and there was no provision in the existing rules for introducing adequate representation of backward communities in the higher ministerial and gazetted ranks of the service.

13) From a recent reference received from the Revenue Commissioner in Mysore, it is seen that the qualifications of the existing Taluk Sheristedars and Heads of Section in District Offices leave much to be desired and that there is a marked preponderance of Brahmins in these appointments. Most of these Officials possess no higher qualifications than the Lower Secondary or S.S.L.C. and there are very few members of backward communities in these appointments. Thus, out of 47 Heads of Section in District Offices, 46 are Brahmins;

375
10/2

out of 71 Taluk Sherestedars, 65 are Brahmins; and out of 72 Head Gumasthas, 68 are Brahmins. The Revenue Commissioner considers that, unless there is some radical improvement in the methods of recruitment to the higher ministerial appointments, it will not be possible to improve the efficiency of District and subordinate Revenue Offices in the State or to secure a proper representation of backward communities in the service. He has therefore suggested the introduction of a system of Probationary Clerks to be recruited from members of backward communities who have taken a Degree of a recognised University so that, after the necessary training, they may step into the places of Heads of Sections in District Offices.

14) Similarly, attempts have been made by Government during the past few years to increase to some extent the representation of backward communities in the higher branches of the State Service and it must be admitted that some improvement has been effected in this direction. But the system requires to be regularised and extended to all departments of the State Service.

15) On going into the details, the Board observed with satisfaction that the rules of recruitment were being strictly followed by a majority of the appointing officers; but it was also noticed that there were numerous ways in which the orders of Government regarding the preference to be shown to members of back-

(8)

failed to be realised

6) With a view to make the rules to some extent independent of the personal views and predilictions of appointing officers and to facilitate the introduction of larger representation of backward communities, the Board considered it desirable to pay greater attention in future to the representation of such communities in what may be called " Key appointments" in the service, such as, gazetted ranks of various departments and Heads of Sections in various ~~Offices~~, to frame rules for a larger proportion of direct recruitment to ~~the~~ appointments of the classes noted in the margin and to introduce a system under which appointments of the kind referred to above could be made on the advice of a ~~Selection~~ Board ~~of officials and non-officials~~.

Revenue Department :-

Assistant Commissioners.
Aildars.

Police Department :-

Probationary Superintendents and Assistant Superintendents of Police.

Educational Department :-

Head masters of High Schools.
Dist. Educational Officers.
Assistant Inspectors of Edn.

All Offices:-

Heads of sections on a pay of ₹ 50 and above.

---

7) The idea is something like the following. At the begining of each year, the Government should ascertain from the Heads of Departments the number of appointments likely to fall vacant in the gazetted ranks and they should communicate this information to the Board referred to in above, and take their suggestions as to how many of the vacancies should be filled up by direct recruitment either by competition or nomination and how many by promotion. In the case of those promoted, their appointments may, as at present, be decided by Government in consultation with the Head of the Department concerned. But as regards direct recruitment , whether by competition or nomination, it was thought that a list

(9

those~~xx~~ eligible to sit for competition or for being nominated may be sent ~~for~~ to the Board and their recommendations obtained regarding the final selection.

18) Such a system is in vogue in Bengal and is working satisfactorily. The Selection Board there consists entirely of officials, not less than three and not more than five in number, and its function extends to first appointments by promotion as well as nomination and the sphere of its activities extends to the superior Service of all departments of Government including the Civil Service, Excise, Veterinary, Agricultural, Engineering, Educational, Forest, Police, and Public Health Services.

19) Before working out the details, the Board thought it desirable to obtain the general approval of ~~the~~ Government to the scheme outlined above.

20) The subject was urged for consideration at the recent sessions of the Representative Assembly and Legislative Council and an assurance was held out by Government that action would be taken to give effect to the object with which the subject was moved, namely,

1) Increased representation of the members of backward communities in the subordinate services;

2) More equitable distribution than one existing at present, of the appointments among the backward communities themselves;

3) Better representation of the of backward communities in the higher branches of the service

and 4) Promotion of harmony between the various communities

des 8/7/29

RB 9/7/29

3222

(10

App. F. III—2]

General and Revenue Secretariat

C.B.S File No.

of 1928

Serial No.

375

DEWAN'S OFFICE
13. JUL 1929
No. 254

21) The above note of the three Secs indicates the opinion of the (official and non-official) members of the C.R. Bd

If the Diwan approves, the subject may be considered at a meeting of Council.

Sec
11.7.29

Diwan.

RB
12/7/29

13-7-29

22) Include in next Cl. agenda

CB)

RB
15-7-29

6

(11

(For Disposal at a Meeting)

No. C. 23

8 1929-30

GENERAL AND REVENUE SECRETARIAT.

Council Matter.

SUBJECT

(clause XXVI of the schedule)

Appointment of a Staff Selection Board.

CIRCULATED TO THE MEMBERS OF COUNCIL.

By Order,

R. Rangachari

16th July 1929.

Chief Secretary to Government.

---

430 17/7 **First Member of Council.** 19-7-29

562 17/7 **Second Member of Council.** 18/7/29

Third Member of Council. (Seen).

D2

3222 6 (12

C23

Subject:-

Appointment of a Staff Selection Board.

OPINION OF THE COUNCIL.

Secret.

23) The Rev. Mr Mayhew asked to send up a concrete proposal on the lines of the office note & the matter may be further worked out.

RP
3/7/29

24) Draft letter

RP
5/8/29

Asst Secy.
Mr Subbarayappa.

25) Draft submd. for approval

6.8.29 6.8.29 Chief Secy) 6/8/29

26) Please see my

RP
9/8/29.

CHIEF SECRETARY.
7 AUG. 1929

27) As the Revenue Commr is on special duty in connection with the enquiry relating to the Davangere Disturbances and some time is likely to elapse if proposals are called for from him, the following note is put up to show how the matter of recruitment to higher service in the Revenue department stands at present and what steps, if any, should be taken to give effect to the proposals of the C.R.B. to increase the representation of members of backward communities in the higher branches of service in the Revenue department.

28) This is done accordingly with instructions

RP
9/8/29.

General and Revenue Secretariat | C. R. B File No. | of 1928

Serial No.

28) So far as the "Key appointments" in the Revenue Offices are concerned, the Revenue Commissioner has already submitted proposals with his letter No C 2589 dated 6th April 1929 for the appointment of 16 Probationary clerks at the rate of two for each district on a pay of Rs. 45 or 50 who, after undergoing the necessary training for a year and passing the prescribed examinations, are intended to be absorbed in vacancies of Heads of Sections and of Taluk Sheristedars. The scheme is expected to cost about Rs. 9,000 and it was referred for consideration to the Committee appointed to go into the question of revising the scales of pay of the establishment of the Revenue department. Orders on the recommendations of this Committee have been passed within the last few days, but there is no indication therein as to whether or not the scheme of Probationary Clerks was considered by the Committee. The connected file is put up below and orders are solicited as to the further action to be taken thereon.

A linked file

* L.R 627-28

29) Coming now to the question of a larger representation of members of backward communities in the Amildari and the Assistant Commissioners' appointments, it is seen from the Civil List that out of 79 officers in the grade of Assistant Commissioners, 47 are Brahmins and 32 belong to other communities; while out of 87 Amild including Revenue Probationers, 46 are Brahmins and 4 belong to other communities.

13

30) So far as appointments to the Civil Service are concerned, there are three systems of recruitment, namely, Competition, nomination and promotion from subordinate ranks. The question of increasing the number of persons to be admitted to the Civil service cadre through nomina-

WD 01684—GPB—30,000—20-4-29

General and Revenue Secretariat | C. R. B File No | of 1928

Serial No.

and promotion was raised in the October session of the Representative Assembly in 1924 and in an order passed on 6th January 1925, Govt held out an assurance that they have no intention of departing from the policy of selecting for the civil service a larger number of candidates by promotion and nomination than by competition. The same policy may be continued even now with the proviso that, whether there is a selection by competition or not, there should be a selection by nomination and promotion at fixed intervals and the interests of backward communities should be kept in view while making the selection.

3) Coming to the Amildari service, the standing orders of Govt already in force provide for the appointment of a definite number of Revenue Probationers at fixed intervals and also for the inclusion of the names of persons belonging to backward communities in the Revenue and other departments in the list of candidates eligible for Amildari and Deputy Amildari appointments. If these orders are given effect to, there is likely to be an adequate representation of members of backward communities in the Amildari service in the course of a few years more.

Chief Secy)

23/8/29

PR 27/8/29

WD 01684—GPB—30,000—20-4-29

L 684 (15)
C. R.B.

G. R. S. III—3]

ROUTINE NOTES.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

(1932) The last meeting of the C.R.B was held on the 31st May 1929 there are now a few subjects to be placed before the Board ~~viz~~ the Sub-Committee of the C.R.B for ~~a~~ drawing up ~~short~~ questions relating to ~~the~~ rules to be questions from C.R.B (has to be appointed for the current year and the III member has been placed to note in the Connected file that— the C.R.B will be Consulted ~~in the~~ re: Recommendations of the Sub-Committee at the next meeting. There are 6 or 7 cases ~~before~~ in which the Sub-Committee has to be Consulted:

33) orders are solicited about the date to be fixed for the next meeting of the Central Recruitment Board. Viz for Consideration whether a date may be fixed after the question of appointment of Staff Selection Board takes a final shape for being placed before the C.R.B.

(Chairman, C.R.B.) 16/8/29

1879/16/8

N. B.—Should routine notes be written on small slips the notes must be pasted on this form.

26 AUG. 1929

34) Hardwicke's letter

Board!

Ku 17/8

Ku 16.8.29

23/8/29 RP 17/8/29 16/8/29

16)

644

G. R. S. III—3]

ROUTINE NOTES.

[To be used only for notes, requisitions, etc., not intended for permanent record]

36) ~~Secret~~ This is not much use)
Wants. Please see me —

DEWAN'S OFFICE
12 SEP. 1929
No. 1197.

RG
27/8/29

B.P. Wadia

~~Secret~~

37) The Council instructions were that the H. C. Staff should work out the ideas of the Staff Selection Bd in connection with the Rev. Budget & submit a note to the Govt. as Mr D'Souza was appointed Secy, I have myself put up ~~a note~~ a note showing the actual working of the ideas.
The figures are of course hypothetical — are only illustrative.

RG.
6/9/29

25/8/29

3 W Menzies —

38) Some remarks
by Mr Wilkins Expert
Council

W
11-9-29

Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form. WD 1880—GPE—1,50,000—2-25

W
12-9-29

RG
11/9/29.

Dewan —

39) Circulate
RG
13/9/29.

117

'or Disposal at a Meeting)

No. C. 23

9 1924-30.

GENERAL AND REVENUE SECRETARIAT.

Council Matter.

SUBJECT

(clause xii of the schedule)

Appointment of a staff selection Board.

CIRCULATED TO THE MEMBERS OF COUNCIL.

By Order,

R. Rangachar,

Chief Secretary to Government.

13th September 1929.

1804/1929

First Member of Council. 18-9-29

2436/1929

Second Member of Council.

2744/1929

Third Member of Council.

General and Revenue Secretariat | C.R.B File No. C 23 of 192 /

Serial No.

26-29/C.B. 8.11.29

40) The accompanying file of papers regarding the question of appointment of a Staff Selection Board is forwarded with Compts. to the Revenue Comm^r. in Mysore for favour of an expression of his views.

By order
R. Ranga Rao
Offg. Chief Secy.

C.C.28-29-30 dated 30th November 1929 -

41) Returned with compliments.

42) In regard to the appointment of a Staff Selection Board for selecting hands for the Revenue Department, I have to state that the entire system of recruitment to the different grades of the Revenue Department is being carefully examined since I have observed in my recent inspections of the several taluk and District Offices that the bulk of the clerical staff is inefficient and not equal to the task and the position should be improved without any delay. It is perhaps desirable to state in this connection the number of non-gazetted hands in the department classified according to the maximum and minimum salaries attached to the several offices

150	to 250	- 70 Amildars.
100	- 150	8 District Sheristedars
87	- 100	8 Head clerks
57	- 77	24 Heads of sections.

WD 01684—GPB—30,000—20-4-29

Serial No.			
	25 - 55	172	clerks in the District Office.
		57	do the Sub Divisional Office.
		900	do Taluk Office.
	40 - 50	370	Sheikdars and Revenue Inspectors.

43) At present a certain number of fresh hands are periodically recruited for the posts of Deputy Amildars and Amildars and for Revenue Inspector but there are no well defined rules regulating recruitment for all the remaining posts. The existing practice of recruitment requires revision. Proper and satisfactory arrangements should be made early for recruiting suitable hands to the posts carrying 25 - 55 and 55 - 77. It is needless to note that unless efficiency is secured in all the grades of the Revenue establishment, general and total efficiency cannot be obtained. I am therefore examining the entire system so as to work out a comprehensive scheme which would provide sufficiently competent and experienced hands for all the grades of services. In this connection I shall bear in mind the question of increasing the representation of Backward classes. I hope to submit my scheme shortly for the approval of Government.

44) Till the whole system is over-hauled and new principles and policies of recruitment are defined, the position will not be ripe for the staff selection board to function. Under these circumstances the appointment of a Staff Selection Board, so far as the Revenue Department is concerned may be deferred for some time.

Note—Contd. Sheet

WD 01684—GPB—30,000—20-4-29

29-11-1929. Revenue Commissioner

Serial No.

45) Secretary The Rev. Comm. state that for reasons assigned, the appointment of a Staff Selection Board, so far as the Rev. dept. is concerned may be deferred for some time.

W. 3.12.29 / Wm 4.12.29

46) Submd. for orders as to whether the Scheme referred to in para 43 of the Notes may be awaited.

Chief Secy) Secy 4/12/29

47) The previous discussions at the C. R. A and the resolutions tabled for the next meeting of the L. C. show that the non-official members are anxious to see a body set up under the designation of Staff Selection Board, whose work may be to function to act as a sort of employment bureau. I think a small board of this kind may be ~~set~~ appointed, as an experimental measure, to help in the recruitment of selected establishments in Bangalore e.g. Secretariat, Accountant's Office Survey Sett.

48) The C. R. B appears to submit detailed proposals to secure larger proportion of direct recruitment to certain grades of appointments, including gazetted appointments. I see no objection to the C. R. B working out proposals & submitting the same to Govt. for consideration.

J. (Subject no. 2)

5891/16/12

Note—Contn. Sheet

WD 01684—GPB—30,000—20-4-29

Hon'ble Member NLL 16/12

General and Revenue Secretariat | File No. | of 192

DEWAN'S OFFICE
8 - 1929
No. 2316

Serial No.

(49) I am favourably disposed to the scheme as indicated in Mr Kanga's note of 9.7.29

Mr 17.12.29

Noted as

Mr 17/12

(50) JM 17-12-29

CS circulate for consideration at next meeting

JMM 18/12

WD 01684—GPB—30,000—20-4-29

C 23.

Subject:- Appointment of a Staff Selection Board.

Note in
~~OPINION OF THE~~ COUNCIL.

(51) The C. R. B may be requested to work out details proposals as for Resolution No 8 of the 57th in regard to the two or three Depts and submit them for the consideration of Govt

13-1-30

amule
13.1.30

CSG
13/1/30

hc
13.1.30

Asst. Secy. C.R.B.

nch
15/1

3222

General and Revenue Secretariat | File No. | of 192

Serial No.

(52) May this be placed again before the C.R.B.B. at the next meeting for discussion of details of the question?

Sd/- 16.1.30. (3rd Member)

Sd/- 16/1/30

6815/16/1

(53) Yes — a meeting may be arranged Enq. (Arrangements will please be made)

Sd/- 18.1.30

The Secretary is noted for inclusion in the agenda for next meeting. 18/1

The meeting may perhaps be held on Thursday the 6th February or Wednesday the 12th Feby 1930.

Sd/- 20.1.30.

(54) Chief Member) Sd/-

Await Note promised by the Rev. Comm^r

Sd/- 5/2/30.

Note—Contn. Sheet

I.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.

Draft-Ford.

Chu
19.10.28.

Mr Devonport should
perused before issue
Chief Secy)

U/S
19/10

CHIEF SECRETARY'S
20 OCT. 19[illegible]

21/10

Draft
U/S
20/10

To
Mr Ford Secy, R.A. for noted & return

Chu
21/10

Noted & returned. E. C. R. B.

Secretary
21/10
RR

Draft and for order.

Chief Secy)
U/S
23/11

CHIEF SECRETARY.
24 NOV. 1928

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

Known
Secy
29/11
Secy

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

No. 5860 of 1 12/28 to the Secy to the Resident enquiring whether there are Boards for the Selection of Non-gazetted Naiks and if so to send Copies of rules governing the functions

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

Remind the Residency

about Bombay Staff

Selection Board Rules.

dcg

19/4/29

I have taken the

Madras Rules for reference

dcg 21/4/29

Returned

dcg

The Secy's letter No. 717/74-1917 of 22.12.28 is with the Madras Rules taken for reference. A dft reminder (Case ordered) to the Secy will be put up after the letter referred to above is placed in the file

Sincerely
Dorai 25/4.

Dorai
25/4.

Serial No.

Draft issued as ordered on P.U.D. 30/1/29.
W 2.28/29 Dhn 30.1.29 please issue & bring up

To the Secy to the Resident in Mysore
Letter no. Pol 799 & 31.1.29
Acknowledges with thanks the receipt of
letter of 22.12.28 & its enclos.
~~Re-drafted~~
Dhn 31.1.29

From the Secy to the Resident
No. 1496/74-1917 & 12.2.29.
Forwards a copy of letter from the Chief Secy to the Govt of Bombay, stating that the Bombay Govt have, under the powers delegated to the Local Govts, recently framed ~~rules~~ Recruitment rules for the Subordinate Services and that these rules are in press.

This file was placed before the C R Board on 19th April 1929, when it was resolved that it may be brought up at the next meeting.

Draft reminder to the Residency as directed is ordered for approval.

Dhn 20/4/29. 20.4.29

Issue & put up another draft re Bengal Rules.

To The Secy to the Hon'ble the Resident in Mysore
No. Pol 1046 dated 24.4.29
Secy 22/4/29
Invites reference to his Offl memorandum dated 12.2.29 requests him to obtain & forward a copy of the rules referred to therein, if they have been published by now

NOTE—Contn. sheet

Please write to the Secretary,
Staff Selection Board, Madras,
for copies of orders passed
subsequent to the G.O. of 1924
which we have received
through the Residency.

Serial No.

Dft reminder onbd as directed:

Drawn 25/4 Chn 25.4.29 Issued 26/4/29

To The Secy to the hon'ble the Resident in Mysore
No Pol 1102 dated 30.4.29.

Invites refee to letter No 717 S 22.12.28 and requests that rules or orders relating to Staff Selection Boards in Bengal may be forwarded if the same has been received since

Sus D
Drawn 30/4

Letter S 17.5.29 from Mr P.T. Rajnarasawamy Chetty Madras forwarding certain Copies of rules relating to the Staff Selection Board

Dft Subd

Drawn 23/5.23.5.29 Issued 23/5/29

To The Secy Staff Selection Board Madras.
No 5752 S 23.5.29

Requests him to forward for reference, if there is no objection copies of orders or rules issued by the Madras Govt subsequent to their order No 76 dated 6th Feby 1924 re: the constitution, functions of the Staff Selection Board

NOTE—Contn. sheet

4163

App. F. III—2].

General and Revenue Secretariat	File No.	of 192

Serial No.

From The Secy to the Hon'ble the Resident in Mysore.
No 4313/74-1917 dated 14th May 1929
Forwards a copy of the Bengal Selection Board Rules 1928.
For orders vide P.U.D.
Draft Subd in the limited file.
Issue
28/5/29 28.5.29 28/5/29

D 1735.

J. The Members of the Central Recruitment Board
No 8801-9 dated 28th May 1929.

From Mr R. Rg. Rao Bahadur A. Hanumantha Rao and Secy Staff Selection Board, Madras letter no. 380-1 dt 4.6.29 forwards copies of G. Os nos. 970 & 971 Mis. Public dt 1.11.28 re: the constitution of the Staff Selection Board & states that Govt have not passed any order regarding the functions & powers of the Staff Selection Board, subsequent to G.O. no. 76, Public dt 1.2.24
Subd. for perusal
13.6.29 13/6/29 21/6/29
21.

3 cms

Note—Contn. Sheet

WD 01684—GPB—30,000—20-4-29

All communications should be addressed to the Secretary to the Resident in Mysore, Bangalore, by designation and not by name.

No. 717 / 74-1917. Encl. 15

26961

From

A. C. Lothian, Esquire, I.C.S.,

SECRETARY TO THE RESIDENT IN MYSORE.

CENTRAL RECRUITMENT BOARD. 23 JAN 1929 No.

To

The Chief Secretary to the Government of His Highness the Maharaja of Mysore.

Dated Bangalore, 22nd Decr. 1928.

Subject.

Appointment of Boards for the selection of non-gazetted staff.

GEN. & REV. SECTT. BR. C.R.B. 23 JAN 1929 G. D. SECTION.

Sir,

With reference to your letter No. Pol.586/C.R.B., dated the 1st December, 1928, I am directed to forward the following:-

(1) a copy of the report of a committee appointed to inquire into the working of the Staff Selection Board instituted in 1920 for the recruitment of candidates for the Imperial Secretariat and its attached offices.

(2) G.O.No.76, dated the 6th February, 1924 of the Government of Madras.

2. The Governments of Bombay and Bengal have been addressed in the matter and copies of rules or orders governing the constitution and functions of their Staff Selection Boards will be sent on receipt.

3. I am to enclose for your information, a copy of an extract from letter Ref.No.B.2424-28, dated the 21st November, 1928, from the Commissioner of Coorg, regarding the constitution of a Staff Selection Board.

I have the honour to be,
Sir,
Your most obedient servant,

Captain.
for SECRETARY TO THE RESIDENT.

In pursuance of a promise made by Sir William Vincent in the Legislative Assembly on the 21st of September, 1921, when the operations of the Staff Selection Board came in for some adverse criticism, the following Committee was appointed in Home Department Notification No.F.442, dated the 30th January, 1922, to enquire into the allegations made:-

1. Sir Jamsetjee Jejeebhoy, Bart, Deputy President of the Legislative Assembly.
2. Rao Bahadur T. Rangachariar, M.L.A.
3. Mr. N. M. Samarth, B.A., LL.B., M.L.A.
4. Mr. R.A.Spence, M.L.A.
5. Professor S.C.Shahani, M.L.A.
6. Mr. J. P. Cotelingam, M.L.A., and
7. Mr. H. Tonkinson, Additional Deputy Secretary to the Government of India, Home Department.

The terms of reference to the Committee were:-

(a) to enquire and report whether there is any ground for the allegation that the Board are not impartial in their selection of candidates;

(b) to examine the working of the Board and to consider whether any improvements can be suggested; and

(c) to examine and report on the functions of the Inspector of Office Procedure.

The Committee held a number of meetings in March 1922 and submitted an ad interim report. For various reasons it was found impossible to conclude the work of the Committee until the present session: circumstances over which the Committee had no control were against them. It is a matter of regret that some of the members were unable to sit at the concluding meetings in Simla. Mr. Spence was not in India: Professor Shahani had to leave Simla early: Mr. Tonkinson was on leave and his place was taken by Mr.Gwynne, Joint Secretary in the Home Department.

2. In the course of our proceedings we have examined the former Chairman of the Board, Mr. Watson, at great length. We desire to express our appreciation of his knowledge of the details of his work, and the readiness with which he placed it at our disposal. We also examined two non-official Members of the Board

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(Khan Bahadur Mir Muhammad Khan and Pandit Sitla Prasad Bajpai), the late Secretary of the Board (Mr. Kaye), Captain Tharle-Hughes, the Establishment Officer at Army Headquarters, Mr. Pereira, the Registrar of the Legislative Department as a representative of the Association of the Uncovenanted Services of India. We have also examined Mr. Richey, the present Chairman of the Board, and have perused a considerable amount of documentary evidence placed before us by the Board, the Home Department and others.

3. In our ad interim report we only touched upon the first term of reference and we came to the conclusion that we had no grounds of complaint of partiality on the part of the Board which were worthy of notice. We now desire to state categorically that we believe that these complaints are absolutely unfounded. We cannot help coming to the conclusion that they are to some extent due to the fact that some Departments of the Government of India have not followed the clear instructions which have been issued that appointments should not be made without the concurrence of the Staff Selection Board. The effect of not following these instructions has inevitably been that those who have passed the Board's test and have failed to secure employment have felt aggrieved at seeing assistants and clerks who have not passed the Board's examination being given employment in certain departments in spite of the orders on the subject. The Staff Selection Board have been unjustly blamed for this state of affairs and in consequence a certain amount of odium has fallen upon it. While in our opinion there is absolutely no foundation for the allegations of favouritism, we wish to emphasize that as a general rule no exemptions from the Staff Selection Board's test should be permitted and that the rule that all vacancies should be filled by application to the Staff Selection Board should be scrupulously followed. Only in the case of certain posts requiring special technical qualifications would we allow of some relaxation of this principle, and then only with the concurrence of the Board itself and on

condition

condition that the Board is satisfied that the qualifications possessed, though not the qualifications laid down for general service, are sufficient to enable the applicant adequately to perform the duties for which he is employed.

4. As to the second term of reference we understand that the post of Inspector of Office Procedure has been retrenched and therefore this question does not now arise. Though we took evidence on the point and considered it at some length in our earlier meetings, we do not think it necessary to encumber this report with our views on the subject.

5. We now come to the most important term of reference, namely the examination of the working of the Board and suggestions for improvement. The Staff Selection Board was appointed as a result of the recommendations of the Secretariat Procedure Committee in 1920. It is unnecessary to describe at length the reasons which induced the Government of India to appoint it, or to give a detailed account of its operations. Suffice it to say that it was hoped that a better type of recruit would be secured for Secretariat work by means of a Central Recruiting Agency than by the somewhat casual and almost haphazard method of recruitment which had been previously in force. With this general principle we find ourselves in agreement. We recognise that the old system which depended mainly on the idiosyncracies of the Registrars of the various Departments to whom in practice the recruitment of personnel to a large extent was entrusted, was really a form of patronage and that abuses were bound to creep in. We are convinced from the evidence we have tak as well as on general grounds, that a system of competitive examination is a far more suitable method of recruiting young men to what may be termed the subordinate civil service of the Government of India. That it is essential to have intelligent and able men in the Departments of the Government of India cannot be questioned. They are to a large extent the repositories of the traditions of the Departments in which they serve and they constitute in some measure at any rate the permanent Civil Service of the Government of India. For these reasons we think it is essenti that recruitment should not be left in the hands of comparatively

subordinate officers in the Departments. In order to secure some uniformity of qualifications and in order that recruitment may not be confined to the immediate localities in which the Government of India is situated, we are of opinion that a competitive examination is preferable to mere nomination, even though nomination be taken out of the hands of the Registrars and be placed in the hands of Deputy Secretaries or Secretaries.

6. We observe that the functions of the Board have mainly been as follows:-

(1) to hold examinations,

(2) to compile a list of successful candidates,

(3) to supply Departments with passed candidates in officiating or temporary vacancies.

In holding examinations the Board have examined not only those already in the service of the various Departments, but also a large number of outside candidates. In 1922 over Rs.16,000/- were recovered in fees and consequently the Board was to a large extent self-supporting. The Board has for the most part consisted of an official Chairman, two non-official Members and, when candidates belonging to Departments are interviewed, a member of the Department is generally co-opted to assist the Board and to place before it the views of the department as to the actual merits of the candidate as judged by experience of his work. Except at the time of the holding of examinations when a whole-time Secretary has been appointed, an officer of the Government of India has acted as part-time Secretary and has been paid an allowance of Rs.200/- a month for carrying on the current duties; in addition, a whole-time clerk has been entertained for routine work. The expenditure of the Board has been mainly on the following items:-

(a) Travelling allowances of non-official members,
(b) Salary of whole-time or part-time Secretary,
(c) Salary of establishment,
(d) Travelling allowance for certain candidates called to viva-voce examination from outside,
(e) Fees to Examiners and expenses of examinations,
(f) The annual move between Simla and Delhi.

Thus

Thus though the subordinate staff only is definitely on a permanent basis, yet the organisation itself is permanent: it functions at high pressure during the periodical examinations, but at other times appears to have very little to do. While we recognise that the Board has performed extremely useful work in the past, and while we appreciate the good services of its members both official and non-official, yet we are not convinced that a permanent and quasi whole-time organization is required for the purpose in view. We should prefer to see a Board created ad hoc for the holding of examinations and the preparation of the list of approved candidates; when the list of approved candidates has once been prepared after the holding of the examination, the remaining work of supplying candidates to the Departments which require them should be carried out by a Department of the Government of India, preferably the Home Department to which some additional staff, if necessary, might reasonably be added.

7. We proceed to give our reasons for this conclusion. We have observed that, apart from the examination and interviews of candidates, the bulk of the work of the Board consists of filling officiating or temporary vacancies in Departments. The recurring annual vacancies in the permanent staff appear to be few: we are informed that on a total cadre of 1,600 they work out at something like 3 per cent per annum, or approximately 48 vacancies a year. Recruitment, however, is not effected on any scientific basis, and we have experienced considerable difficulty in arriving at an even approximately accurate estimate of the number of men recruited for permanent vacancies each year. We cannot help being impressed with the unsatisfactory nature of the present arrangement by which the functions of the Board are to a large extent confined to filling temporary vacancies. A large floating staff of casual hands is maintained. It is impossible for such men who live as it were from hand to mouth, from Department to Department, to acquire an intimate knowledge of the working of any Department or to become imbued with its traditions. As they are temporary, their prospects are uncertain, their sense of discipline is less developed than that of th

permanent

permanent staff and as their chances of promotion are indifferent, interest in their work is frequently non-existent. We are strongly of opinion that now that the labours of the Retrenchment Committee are concluded and Departments know exactly how they stand, the time has come when the strength of Departments should be fixed on a permanent basis. At present, we understand, in nearly all Departments the permanent sanctioned staff is that of 1913 or 1914 in spite of the changes in portfolios, the increase in the work of the Government of India brought about by reforms and the vast accumulation of work which was postponed during, and was taken up on the termination of, the war. In spite of these factors the permanent staff still remains what it was 10 years ago. It is admitted on all hands that that staff is unable to cope with the work and therefore a considerable staff has been maintained for years on a temporary basis. This system is fair neither to the staff nor to Departments; it is not fair to the staff because the men have no prospects and frequently serve for years on the same rate of pay: it is not fair to departments because they are necessarily saddled with a proportion of comparative inefficients We therefore urge that if recruitment to the Imperial Secretariat establishment is to be on a sound basis, the existing purely artificial condition of affairs should cease, and that as far as possible the strength of each department should now be placed on a permanent basis. It follows from this that the creation of a small leave reserve in each Department is desirable. We understand that condierable sums are spent each year in the payment of salaries to the personnel entertained in leave or short-term vacancies. These men pass from Department to Department and are of little real use. It has been stated before us that a leave reserve could be established with no great increase in expenditure even after allowances are made for the non-effective, i.e., pensionary charg- which the establishment of a permanent leave reserve ~~for the Government~~ necessitate. As a point of detail we would rec a general reserve for the Government of India as a whole i case of stenographers, and not a reserve attached to e depa

department. In this event temporary vacancies, which now form such a prominent feature of our system, would to a large extent cease to occur, and with the permanent strength of the Departments fixed on a permanent basis and the creation of a small leave reserve adequate to cope with the normal casualties, the present and principal function of the Board of supplying temporary hands will become wholly subsidiary and will tend to disappear. We would add as a corollary to this recommendation that a serious attempt should be made to calculate recruitment requirements on a more scientific basis. We understand that in the case of the Imperial Services recruitment is not made in the haphazard way in which it seems to be made to the Departments of the Government of India. It should not be a matter of great difficulty, if our recommendation to place the staff on a permane basis is accepted, to ascertain how many vacancies should be fill annually in order to provide a cadre of the strength required for the various Departments of the Government of India. In any case we recommend that the Home Department should examine this questic and, if necessary, collect statistics and consult the Government Actuary. If this could be done, it would be possible to announce each year, or at least at reasonable intervals, that a certain number of vacancies in the Imperial Secretariat were open to competition. A Selection Board would then be appointed and would hold an examination somewhat on the present lines. Of the candidates appearing at the examination those who ~~xxxxxx~~ reach a certain standard should be interviewed by the Board (and we attach great importance to personal interviews), and after the interviews a list should be prepared of approved candidates. From the names on this list the vacancies announced at the time would be filled, and any vacancies subsequently occurring. When the list has been prepared it would be made over to the Home Department to whom should be entrusted the task of filling vacancies on application made by other Departments. All vacancies should be filled from the names on the list strictly in order of merit. There would thus be no need for a whole-time Board, or Secretary,

or

or for separate staff at any time except for a short period before the examination is held and for a short period after it is concluded. If need be, some small addition might be made to the Home Department staff in order to cope with the inevitable increase in routine work, such as the correspondence with approved candidates, etc.

8. We think it important that the Government of India should secure in its Secretariat persons from various provinces of India, or rather we think it essential that all provinces of India should have opportunities of representation in the Government of India Secretariat. We would therefore recommend simultaneous examinations at the more important centres. The papers would be set and marked by Examiners appointed by the Central Board, but, as we have said before, we attach great importance to personal interviews and in our view they should be conducted by the Chairman of the Central Board with a local Board of two non-official members co-opted for the purpose. The Central Board, as at present and each time it is created, should consist of an official Chairman and two non-official members, preferably members of the Central Legislature. Similarly we should prefer that the non-officials co-opted at local centres should be members of the Central Legislature belonging to the province in which the local centre is situated. The reason for this recommendation is that they will have greater opportunities of meeting members of the Central Board and of exchanging ideas with them. The only touring necessary should be that of the Chairman when he proceeds to local centres to interview candidates. At present we understand that all candidates are interviewed: but we strongly recommend that only those who reach a certain definite standard in the written examination should be given the privilege of an interview.

9. We would recommend some changes in the educational qualifications for admission to the written examination. It is desirable to find general and equivalent qualifications which will not have the effect of debarring the members of any particular

community

community from appearing at the examination. We therefore recommend that the minimum qualifications should be the Intermediate or the Cambridge Senior for all candidates, irrespective of class, province or community. As this recommendation involves at first sight some lowering of the educational qualifications for admission to the Government of India Secretariat, we advise some modification in the Staff Selection Board examination. At present it is to a large extent an examination in precis writing and indexing. We think it important that the general intelligence of all candidates should be thoroughly tested and for that purpose, in addition to precis writing and the like, we recommended that papers in general knowledge and English essay should be obligatory. The percentages of marks required for passing we would leave as they are. They are fairly high and quite high enough to secure that the men who pass the examination are of sufficient general intelligence to be able to perform the duties which will be required of them in the Secretariat. As a general rule those who reach these percentages should be interviewed and those who do not reach this standard should be regarded as having failed in the examination. No one above the age of 24 should be allowed to compete and in the case of those who do not secure appointments on passing the examination their names should be retained on the list until they are 28 and should then be automatically removed. Certificates should be issued to all candidates who are put on the list of approved candidates, and this list should be published in the Gazette of India and the local Gazettes.

10. As far as we can see, the list is likely to consist of a larger number of successful candidates than it is possible to find posts for in the Secretariat of the Government of India. As it is hoped that candidates will be drawn from all provinces of India, we are of opinion that local Governments might very easily be able to provide for some at any rate of these candidates in the local Secretariats, and we strongly recommend that the attention of local Governments should be drawn to this possibility and that they should be asked to bear in mind the advantages of recruiting for their own

Secretariats

Secretariats men who have passed the Staff Selection Board's test and who will be of the same intellectual calibre as the men who secure posts in the Government of India Secretariat.

11. A suggestion has been made to us that classes might be established in important local centres, in connection perhaps with the various Universities, for instructing candidates for the Secretariat of the Government of India in Secretariat work such as writing notes, despatches, preparing precis and so on. On consideration we are of opinion that on financial grounds we cannot support this proposal and on the merits we are not convinced that the proposal is really as attractive as it sounds. The young man will learn more from a few months' actual work in the Secretariat than from a few years' purely theoretical training.

12. We append the following summary of our recommendations:-

(1) that the principle of recruitment for the Government of India Secretariat by means of competitive examination is sound and should be continued;

(2) that the strength of departments should be fixed as early as possible on a permanent basis, that a leave reserve should be established and that recruitment should be placed on a more scientific basis;

(3) that an ad hoc Central Board should be established consisting of an official Chairman with two non-official members, preferably of the Central Legislature, for the purpose of holding periodical examinations and of preparing a list of approved candidates:

(4) that the examination should also be held at local centres and that the interviews should be conducted by the Chairman with the assistance of a non-official Board of two members preferably of the Central Legislature belonging to the particular province co-opted locally. The Chairman would of course have to visit each centre at which the examinations are held;

(5) that the minimum educational qualifications for admission to the examination should be the Intermediate or

Cambridge

Cambridge Senior, and that the Staff Selection Board examinations should be expanded so as to include papers in general knowledge and English composition;

(6) that only those who reach a qualifying standard should be interviewed and only those who as a result of both examination and interview are considered fit for ~~exm~~ employment should be placed on the list as approved candidates;

(7) that certificates should be given to all candidates on the list of approved candidates; and that this list should be published in the Gazette of India and the local Gazettes;

(8) that when the list of approved candidates has been finally prepared by the Central Board, operations should be carried on by the Home Department, some small increase in the clerical staff being granted, if necessary;

(9) that vacancies should be filled from this list in strict order of merit;

(10) that no post in the Secretariat should be filled except by approved candidates, and that no exception ~~should~~ be allowed in any circumstances, except in the case of persons holding posts which require technical qualifications, and then only with the approval of the Board.

(11) that local Governments should be encouraged to recruit for the provincial Secretariats from candidates on the approved list.

We desire to acknowledge the valuable services rendered to this Committee by Mr. Tonkinson and Mr. Gwynne.

JAMSETJEE JEJEEBHOY.
J.P.COTELINGAM.
T.RANGACHARIAR.
N.M.SAMARTH.
C.W.GWYNNE.

6th August 1923.

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"C O P Y"

Captain.
REGISTRAR, RESIDENT'S OFFICE.

A2K

GOVERNMENT OF MADRAS.

Public Department.

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G. O. No. 76, 6th February 1924.

Public Services - Appointments - Staff Selection Board constituted.

Order - No.76, Public, dated 6th February, 1924.

The Government have recently had under consideration the system by which appointments to the public services are at present made in this Presidency. The experience of other countries has shown that the best all-round system of making initial appointments is by competitive examination, and the Government recognise that, if the necessary standard of efficiency is to be maintained in the services and if the services themselves are to be rendered independent of political influences, it will become increasingly desirable to depend upon this system rather than upon patronage and nomination. At the same time they realise that the actual conditions differ in different countries; and the carrying out of the policy that they have always laid before them and that they have already publicly announced in G.O.No.658, Public, dated 15th August, 1922, of providing, so far as possible, equal opportunities for service for the different communities renders it impossible in practice to give complete effect to such a system. They have therefore, after full consideration, decided to take the following steps to secure the objects in view.

2. A Staff Selection Board will be constituted with effect from 1st April 1924, to select persons suitable for appointment to the services. The duties of the Board will in the first instance be confined to (a) the selection of candidates suitable for appointment in all Government offices in the City of Madras, including the Secretariat, and (b) the selection of candidates for the different classes of non-gazetted executive posts above the lowest grade for which direct recruitment is at present made.

3. The Staff Selection Board will in the first instance

(4) to fix a fee sufficient to cover the expenses incidental to the scheme which will be levied from each candidate who enters for the qualifying examination and will not under any circumstances be returnable;

(5) on the results of the examination and after interviewing candidates, if necessary, and arranging for their examination by a competent medical board, to publish lists of those who are declared to have passed, specifying the nature of the appointments for which they are declared to be suitable.

Departments of the Secretariat and heads of offices will then be required to make appointments as vacancies occur from among those on the lists.

In order to afford opportunities for employment to some of those who are declared to have passed, but who cannot be immediately provided with appointments, the Government are prepared to maintain a waiting list which will contain not more than twenty names at a time and to pay those on the list a monthly stipend of Rs.20/- until they can be absorbed in arising vacancies. In the interval before appointment these men should receive a practical training in the principles of office procedure typewriting, shorthand, precis writing and accounts; the Board is requested to make detailed proposals for the organization of such a training institute and to draw up the necessary regulations for its working, bearing in mind that recipients of the stipends should not be permitted to accept employment elsewhere than under Government without refunding the amount paid to them and that they should be required to accept such employment under Government as may be offered to them as vacancies arise. It is suggested that the training might be carried out under the general supervision of the Secretary to the Board, but it will be left to the Board to decide how far to make use of existing institutions in Madras for teaching typewriting shorthand, etc.

II. Selection of candidates for non-gazetted posts above the lowest grade.-

The classes of appointments which the Government have in

instance concist of five members including the Chief Secretary, the Surgeon-General and the Director of Public Instruction and two non-official gentlemen who will be ~~nominated by~~ nominated by His Excellency the Governor. The non-official members will receive travelling allowance at first class rates for journeys made to attend sittings of the Board, but will be paid no salary or sitting fees. The Chief Secretary will be the Chairman of the Board. It will be open to the Board to constitute local committees at convenient centres throughout the Presidency, consisting of officials such as the Collector, the District Educational Officer and the District Medical Officer or the District Superintendent of Police, to assist it in the discharge of its duties. The Board is requested to make detailed proposals for the constitution of such committees and the definition of their functions. The Board will also probably need the assistance of a Secretary, who, it is suggested, might also perform the functions of the Secretary to the Commissioner for Government Examinations. In this respect too, however, the proposals of the Board itself will be awaited.

4. The functions of the Board will be as follows:-

I. Selection of candidates for all Government offices in the City of Madras.-

It will be the duty of the Board -

(1) to invite applications and to collect from educational institutions the names of those who are prima facie suitable both educationally and physically for appointment to the public service. For this purpose candidates will be required to provide themselves with medical certificates;

(2) from the lists so obtained to select candidates for examination, bearing in mind the principle mentioned above of providing equal opportunities for the members of the different communities;

(3) to arrange to subject those selected to a qualifying examination;

mind are those like probationary Revenue Inspectors, Deputy Tahsildars and Sub-Inspectors in the Salt and Police departments. They may also, however, call upon the Board to assist them in the selection of candidates for the higher executive appointments.

It will be the duty of the Board -

(1) To compile a list of non-gazetted posts above the lowest grade for which appointments are made direct, to ascertain for which of these appointments selection is at present made by specially appointed departmental selection committees and to submit proposals as to which of them it can deal with itself and which should be dealt with by local committees.

(Note.- In some cases the Board may invite the local committees to make a preliminary selection and in others perhaps it may leave the final selection to them. The following clauses will accordingly apply mutatis mutandis, to the local committees as well as the Board itself).

(2) To invite applications from time to time for appointments of the several classes and to interview and select candidates whom it considers suitable for appointments of each class.

(3) To supply heads of departments with lists of those whom it considers suitable for appointment to posts under their control:

Provided that in making its selection the Board will invite each head of department concerned to nominate representatives of the department who will attend the meeting of the Board and assist it in making its choice.

Provided also that in making its selection it will be for the Board to decide whether to see all candidates at the same time or to interview candidates for different groups of appointments separately according to the qualifications required for each group.

Heads of departments will be required to make appointments from the lists supplied to them by the Board, but as an alternative the Board may also consider whether it would not be

preferable

preferable to institute a qualifying examination or series of qualifying examinations for groups of appointments requiring similar qualifications on much the same lines as the qualifying examination referred to in paragraph 4(I) above: and then leave it to heads of departments to make the appointments themselves from any of the names on the lists of qualified candidates.

5. There remains for consideration the machinery by which the Staff Selection Board is to carry out the functions assigned to it in paragraph 4(I) and (II) and the nature of the examinati that will be required.

For the present the Board will make use of the existing machinery of the Commissioner for Government Examinations for the purpose of conducting such examination as it may consider necessary. It will perhaps be sufficient in the first instance to hold one examination a year in the month of July and to confine the subjects for examination to English composition, precis-writing, a general knowledge paper and possibly one or two optional subjects. It is the intention of the Government that the Board itself should draw up rules regarding the educational qualifications required for admission to the examination, the age of the candidates, the nature of the questions and how far the examination should be oral and how far written, the main object being to subject the candidates to a suitable test of their fitness for employment in Government offices. It is impossible to lay down more precise details until experience has shown what is required in practice. It is also the intention of the Government that the Selection Board should eventually take over all the functions of the Commissioner for Government Examinations and possibly also those of the Board of Examiners and when it has done so should consider whether it would not be possible to improve and co-ordinate the present system of departmental training that follows appointment and the various departmental examinations and special tests. It is also contemplated that as time goes on and experience is gained it will be possible to establish branches

branches of the Board in mufassal centres and ultimately to make general the plan of recruitment which it is proposed to apply in the first instance to the City of Madras. In these matters, however, the Government will await the detailed recommendations of the Selection Board after its appointment.

(By order of the Governor in Council).

M. E. Couchman,
Acting Chief Secretary.

To the Chief Secretary to Government.

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"C O P Y"

Captain.

REGISTRAR, RESIDENT'S OFFICE.

ALK.

Letter Ref. No.B-2424-28, dated the 21st November, 1928, from the Commissioner of Coorg, Mercara, to the Secretary to the Chief Commissioner of Coorg, Bangalore.

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Staff Selection Board - Constitution of.

I have the honour to state that Mr. P.T.Kushalappa, M.L.C., has given notice of the following resolution in the Legislative Council:-

"That this Council recommends to the Chief Commissioner that a Staff Selection Board be constituted for Coorg consis ing of a non-official majority of the members of this House".

2. We have Selection Committees already. Whenever a candidate has to be selected for the post of a Sub-Inspector of Police, the Commissioner, the District Magistrate and the Deputy Superintendent of Police form into a Selection Board. For the selection of a candidate for the post of a Veterinary Assistant, the Commissioner, the Chief Forest Officer, the Assistant Commissioner and the Deputy Director of Land Records and Agriculture, form into a Selection Committee.

3. Appointments in the offices under the Commissioner's control are made by him with reference to the Gradation List of Officers and to the Register of candidates maintained in this office and in consultation with the Heads of Offices under whom the candidates will have to work. In the Forest and the Public Works Department and the Education Departments appointments are made by the respective Heads of Departments. Appointments of Subedars, Treasury Officer, Sub Magistrate, Police Inspectors and Rangers are sanctioned by the Chief Commissioner.

4. In other provinces attempts are being made to remove appointments right out of the scope of ordinary politics. The proposal embodied in this resolution if brought into force seems likely to make appointments in the public service prizes over which candidates will contend in the Council elections.

POLICE DEPARTMENT.

No. C. 3284

Immediate

OFFICE OF THE
INSPECTOR-GENERAL OF POLICE IN MYSORE.

Dated, Bangalore, 30 th May *192* 9.

FROM

S. HIRIANNAIYA, ESQ., M.A., B.L.,
Inspector-General of Police in Mysore,
Bangalore.

To

D. C. Subbarayappa, Esq., B.A., B.L.,
Secretary, Central Recruitment Board,
Bangalore

Sir,

I have the honour to request you to kindly send for reference per bearer/a copy of the note prepared by the Board on the staff selection board or boards for Mysore.

I have the honour to be,
Sir,
Your most obedient servant

G. Lakshmaiah

For Inspector General of Police

Note taken
30/5/29

Appendix F G—1

SUBJECT.....

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Diary No. of letter replied to....3924.....

Section C.R.B.

File No.

Serial No.

No. 8801-9/C R

General and Revenue Secretariat

( )

the *192*

To

The Members of
the Central Recruitment Board

Date of issue 28th May 1929

Signed by Mr. (1) C.S.

Sir,

In continuation of this Office letter No. 8801-9/C.R. dated 21st May 1929, I am directed to forward herewith for information a copy of the Bengal Selection Board ~~(Constitution and Function)~~ Rules 1928, received from the Residency and to request the favour of an acknowledgment.

I have etc

Secretary C.R. Board

List of enclosures.....

Copied by.....

Examined by.....

28/5/29 28/5. over

All communications should be addressed to the Secretary to the Resident in Mysore, Bangalore, by [illegible] and not by name.

In original

OFFICE OF THE RESIDENT IN MYSORE,

42459

Bangalore, 14th May *1929*

No. 4313 / 74–1917 Enclos. 1.

CB - 4135

A copy of the Bengal Selection Board (Constitution and Function) Rules, 1928.

paper

A copy of the marginally* noted letter, with enclosure, is forwarded with compliments, to the Chief Secretary to the Government of H. H. the Maharaja of Mysore. with reference to his letter No. Pol.1102, dated the 30th April 1929.

Pol. 1606

Submitted for perusal. Will be circulated to the Members of the CRB if approved.

3rd Member

dcs 17/5/29

for *Secretary to the Resident.*

Major

531—15-9-1927—5,000—RPB

dcs 27/5/29

4(a)

NOTIFICATION

No. 3099A.—The 22nd March 1928.—In exercise of the powers conferred by rule XII A of the Civil Services (Governors' Provinces) Classification Rules and rule 3 (2) (*a*) of the Civil Services (Governors' Provinces) Delegation Rules, 1926, made by the Secretary of State for India in Council under section 96 B (2) of the Government of India Act, the Local Government are pleased to make the following rules:—

PART I.

I. These rules may be called the Bengal Selection Board (Constitution and Functions) Rules, 1928.

II. (*i*) In these rules the expressions "provincial services," "subordinate services" and "special posts" shall have the meanings respectively assigned to them in the Civil Services (Governors' Provinces) Classification Rules.

(*ii*) Unless the context otherwise requires "Government" shall mean the local Government as defined in section 134 (*4*) of the Government of India Act.

III. (1) To advise Government upon the first appointment of officers to the provincial services there shall be constituted by Government a permanent Selection Board. This Board shall be called the Bengal Selection Board.

(2) Its primary function shall be to advise Government on any question connected with recruitment to the provincial services specified in Schedule I in the manner laid down in Part II of these Rules.

(3) In addition, the Board shall perform such functions with regard to any other services or special posts as may be delegated to it by general or special order of Government:

Provided that no such function shall be delegated to the Board unless the Board has been previously consulted, and, if the Board is opposed to the delegation, unless the matter has been referred to the Governor to be placed before his Executive Council or his Ministers, and an express order of Government has been made directing the delegation.

IV. (1) The Selection Board shall consist of not less than three and not more than five members who shall be appointed by Government in April each year for a period of one year.

(2) There shall be a President of the Board who shall be nominated by Government from among the members of the Board.

(3) The Secretary of the Board shall be appointed by Government and shall not himself be a member.

(4) No person who is not an official, as defined in section 134 of the Government of India Act, shall be eligible to be appointed a member of the Board.

PART II.

Functions of the Board in regard to recruitment to Provincial services.

V. In compliance with such general or special orders as may be made by Government in this behalf, consistently with these rules the Selection Board shall perform all or any of the following functions:—

(A) In connection with first appointment by promotion, it shall—

(*i*) receive nominations for promotion made by such authorities and through such channels as Government may prescribe;

(*ii*) consider the claims of candidates so nominated and interview such candidates as Government may direct or the Selection Board may consider it desirable to interview;

(*iii*) advise Government in respect of each candidate nominated whether his qualifications are sufficient and whether his past record proves him to be of the requisite character and ability for the service to which it is proposed to appoint him;

(*iv*) forward to Government in such form as Government may prescribe a list of candidates arranged in order of preference.

(B) In connection with first appointment by selection, it shall—

(*i*) advise Government in regard to the rules regulating the submission of applications;

(*ii*) receive applications forwarded through channels prescribed by Government for appointment to such vacancies as may have been announced in accordance with the Bengal Provincial Services Recruitment Rules;

(*iii*) consider all applications received and interview such candidates as Government may direct or as it may consider it desirable to interview;

(*iv*) submit to Government a list consisting of such number as Government may fix of the candidates whom it considers most suitable for appointment, in the order of preference:

Provided that Government shall, if they think fit, appoint an officer to represent the service or department for which recruitment is being made, who shall be present at and take part in the interview referred to in rule V (B) (*iii*).

(C) In connection with first appointment by competitive examination, it shall if so directed by Government—

(*i*) advise Government in regard to regulations prescribing the—

(*a*) qualifications of candidates,

(*b*) conditions of admission to the examination, and

(*c*) syllabus of the examination;

Provided that without the previous sanction of the Governor-General in Council no standards shall be prescribed for admission to any service which are lower than those regulating admission to that service on the 9th March 1921

(*ii*) receive nominations of candidates made by authorities prescribed by Government in accordance with the Bengal Provincial Services Recruitment Rules;

(*iii*) determine the eligibility of candidates so nominated

(*iv*) select from candidates so nominated who are eligible to appear at the examination such numbers as may be prescribed from time to time by Government;

(*v*) issue selection certificates to such candidates;

(*vi*) make all arrangements for the conduct of the examination and for the payment of fees to examiners;

(*vii*) arrange the candidates in order of merit on the results of examinations; and

(*viii*) forward to Government a list of candidates so arranged,

PART III.

Procedure.

VI. Every question at a meeting of the Selection Board shall be determined by a majority of the votes of the members present and voting on the question, and in case of an equal division of votes the President shall have a second or casting vote.

VII. If the President is unable to be present at a meeting of the Selection Board, he shall appoint one of the members to act for him, and the member so appointed shall have all the powers of the President at that meeting.

If the President fails for any reason to be present at a meeting, or to appoint one of the members to act for him at a meeting, the members present at the meeting shall elect one of themselves to be President and the member so elected shall have all the powers of the President at that meeting:

Provided that, unless the President otherwise directs, no action shall be taken upon any decision arrived at in a meeting at which he was not present, until he has been informed of such decision; and upon being so informed, he may direct that any such decision shall be reconsidered at a meeting at which he is present.

VIII. In the exercise of their functions the Selection Board are empowered to call from candidates for appointment for such proof or evidence as it considers necessary to establish their qualifications or eligibility and may require them to attend for *viva-voce* examination and make enquiries about their character.

IX. The proceedings of the Selection Board shall not be invalidated by any vacancy in the office of a member.

X. The quorum for a meeting of the Selection Board shall be 2 when the Board consists of 3 members, and 3 when it consists of 4 or 5, but the President may adjourn any business at a meeting if he is of opinion that it cannot conveniently be transacted owing to the non-attendance of any member.

XI. All decisions of the Selection Board shall be recorded by the Secretary, and it shall be open to any member who dissents from a decision to record his dissent and, if he thinks fit, his reasons for dissenting.

XII. Whenever under these rules the Selection Board is required to give advice or to submit proposals to, or to be consulted by Government, the decision of the Board shall be communicated in a letter signed by the Secretary, and, in a case where the decision is not unanimous, neither the fact of, nor the ground for, dissent, shall be communicated unless the President so directs.

XIII. The Selection Board may refer any matter to an individual member or to a committee consisting of one or more members or to either of these together with such other persons, if any, as the Selection Board may appoint, for consideration and report to the Board.

XIV. (*i*) In matters for which no provision is made by these rules, the Board may regulate its proceedings in such manner as it thinks fit.

(*ii*) When any matter under consideration of the Board specially concerns any particular department of Government, the Board may, and if the Local Government in any case so directs shall, consider the advice of not more than two persons deputed by Government to represent the department concerned

SCHEDULE I.

List of Provincial Services.

1. Bengal Civil Service (Executive).
2. Bengal Junior Civil Service.
3. Bengal Excise Service.
4. Bengal Junior Excise Service.
5. Bengal Veterinary Service.
6. Bengal Agricultural Service.
7. Bengal Engineering Service (Roads and Buildings).
8. Bengal Engineering Service (Irrigation).
9. Bengal Factories Service.
10. Bengal Boilers Service.
11. Bengal Smoke Nuisances Service.
12. Bengal Medical Service (Upper).
13. Bengal Educational Service.
14. Bengal Gardeners' Service.
15. Bengal Forest Service.
16. Bengal Police Service.
17. Assistant Commissioners of Police, Calcutta.
18. Bengal Public Health Service.

W. D. R. PRENTICE,

Chief Secretary to the Government of Bengal.

Nos. 3100-14A.

Copy forwarded to the other departments of this government for information.

Nos. 3115-20A.

Copy forwarded to the President, the Members of the Provincial Services Selection Board and the Secretary to the Board for information.

By order of the Governor in Council,

A. H. KEMM,

Additional Deputy Secretary to the Government of Bengal (Offg.).

CALCUTTA:

The 20th March, 1928.

B. G. Press—29-3-1928—2900M—330—C. B.

Appendix F G—1

SUBJECT.....

.....

.....

Diary No. of letter replied to.....

General and Revenue Secretariat

( )

the *192*

Date of issue 21.5.29

igned by Mr. Dec.

Section

File No.

Serial No.

No. 8626 - 34 CRB

To

The Members of the C R B

Sir,

I am directed to forward herewith for information and ~~act~~ a copy each of the marginally noted communications received from the Secretary of State Selection Board in regard to ~~Madras~~ and ~~Bombay~~ Bristol India and Coorg and to request the favour of an acknowledgment.

I am to add that the question of constituting State Selection ~~Boards~~ Board in anyone will be a

over

part of a Committee appointed to enquire into the working of the State Selection Board in which the recruitment of Candidates for the Imperial Secretariat and its attached Offices

G.O. No. 76 dated 6.2.24 of the Govt of Madras

List of enclosures..... chaser from letter Ref No. B 2624-28 dated 21.11.28 from the Commr of Coorg to the Secy to the Chief Commr of Coorg.

Copied by.....

Examined by.....

the subjects on the ~~draft~~ agenda.
for the next meeting of the C.R.B
to be held on the 31st May 1929.
(Notice of the meeting will be sent
separately)

J. Lavelle

Secy C.R.B

6.5.29

P. T. KUMARASWAMI CHETTI, B.A.

Q-1415

Madras, 17.5.1929.

Abbarayappa Esq.
Bangalore

placed in file 20/5/29

Dear Sir,

With reference to your kind enquiry No 8360 CRB dated 13th May I beg to inform you that the Personnel of the S.S. Board is as follows:—

Officials -3
Non. " -3

The Chief Secretary is the Chairman of the Board & the other two officials are Director of Public Instruction & Surgeon General of Madras. The Non-officials are one Mahomedan, one Hindu & one Christian as it is at present constituted. Before the end of the year the S.S.B. will cease to exist & a Provincial Public Service Commission will take its place. As regards further information on the subject I have no objection to give it but I have received now instructions from Government to select candidates for Provincial Services which I am awaiting hereafter. Generally the Board selects candidates on Communal G.O. Basis.

STAFF SELECTION BOARD.

APPOINTMENT OF ASSISTANT INSPECTORS OF EXCISE.

NOTIFICATION INVITING APPLICATIONS.

Applications are invited for two posts of Assistant Inspector of Excise, which it is proposed to fill by direct recruitment in 1929.

2. (*a*) The successful candidate will be on probation for one year. During the period of probation he will draw a pay of Rs. 150 per mensem. The Commissioner may extend by not more than one year the period of probation if he considers that this is necessary in the public interests. The services of the probationer who has no lien on any permanent appointment under Government may be dispensed with at any time during the period of his probation, should his work, character and conduct be unsatisfactory. Should however the probationer have a lien on any Government appointment he would be liable to be reverted to that appointment for the same reasons.

(*b*) There are three grades of Assistant Inspectors of Excise, their pay being Rs. 150, 175 and Rs. 200. If a probationer is appointed Assistant Inspector at the end of his period of probation he will be included in the lowest grade on Rs. 150.

3. An applicant must satisfy the following conditions :—

(*a*) He must be a native of the Madras Presidency or must have definitely settled in it; in the case of candidates who are not natives of the Presidency, recent residence of at least three years in the Presidency will, as a general rule, be an essential condition of admission.

(*b*) He must be either a British *subject of Indian domicile or a ruler or subject of a State in India in respect of whom the Governor-General in Council has made a declaration under section 96-A of the Government of India Act. If he (being a British subject) or his father or his mother was not born within His Majesty's Dominions and allegiance, the father must, at the time of the candidate's birth, have been a British subject or the subject of a State in India; and if alive, must be, or if dead, must have continued to be until his death, a British subject or a subject of such State.

The declarations of eligibility will have to be produced if and when they are actually to be appointed to the post of Assistant Inspector of Excise.

NOTE.—Applications for declarations under section 96-A of the Government of India Act should be made to the Resident or Political Agent of the State.

(*c*) (1) He must be graduate of a recognized Indian or British University or

(2) he must have passed the European High School Examination if the candidate is an European or Anglo-Indian ;

(*d*) he must possess a sufficient knowledge of at least one of the principal vernaculars of the Presidency ;

(*e*) he must be of satisfactory character ;

(*f*) he must be of sound health, good physique and active habits and free from any defect unfitting him for Government service ;

(*g*) in the absence of the special orders of the Government his age as proved by the evidence mentioned in paragraph 6 (*a*) must not exceed 25 years on the 31st March 1929, that is, he must have been born on or after the 1st April 1904.

NOTE.—The application of a candidate who is more than 25 years of age and who has been exempted by Government from the age limit either for Government Service generally or for the appointment of Assistant Inspector of Excise in particular will be considered, provided that the order of exemption or a certified copy of it is attached to the application.

(*h*) he should not be less than 5 feet 6 inches in height and 34 inches round the chest on full expiration and 36 inches on full inspiration.

(*i*) he must be able to ride a horse.

4. Forms of application and of medical certificate can be obtained from the Secretary, Staff Selection Board, Fort St. George, Madras. A request for forms should be accompanied by a stamped envelope addressed to the person requiring them; requests not accompanied by stamped envelopes will not be complied with.

5. Every application must be filled up by the candidate himself in his own handwriting; it must not be typewritten.

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* The meaning of British subject is made clear by the following extract from the British Nationality and Status of Aliens Act, 1914, as amended by the Acts of 1918 and 1922 :—

Section 1—*Sub-section* (1).—The following persons shall be deemed to be natural-born British subject, namely :—

(*a*) Any person born within His Majesty's dominions and allegiance ; and

(*b*) Any person born out of His Majesty's dominions whose father was, at the time of that person's birth, a British subject, and who fulfils any of the following conditions that is to say, if either—(i) his father was born within His Majesty's allegiance ; or (ii) his father was a person to whom a certificate of naturalization had been granted ; or (iii) his father had become a British subject by reason of any annexation of territory ; or (iv) his father was at the time of that person's birth in the service of the Crown ; or (v) his birth was registered at a British consulate within one year or in special circumstances, with the consent of the Secretary of State, two years after its occurrence, or in the case of a person born on or after the first day of January, nineteen hundred and fifteen, who would have been a British subject if born before that date, within twelve months after the first day of August, nineteen hundred and twenty-two ; and

(*c*) Any person born on board a British ship whether in foreign territorial waters or not :

Provided that the child of a British subject, whether that child was born before or after the passing of this Act, shall be deemed to have been born within His Majesty's allegiance if born in a place where by treaty, capitulation, grant, usage, sufferance, or other lawful means, His Majesty exercises jurisdiction over British subjects.

Provided also that any person whose British nationality is conditional upon registration at a British consulate shall cease to be a British subject unless within one year after he attains the age of twenty-one, or within such extended period as may be authorized in special cases by regulations made under this Act (i) he asserts his British nationality by a declaration of retention of British nationality, registered in such manner as may be prescribed by regulations made under this Act ; and (ii) if he is a subject or citizen of a foreign country under the law of which he can, at the time of asserting his British nationality, divests himself of the nationality of that foreign country by making a declaration of alienage or otherwise, he divests himself of such nationality accordingly.

Sub-section (2) —A person born on board a foreign ship shall not be deemed to be a British subject by reason only that the ship was in British territorial waters at the time of his birth.

6. Every application must be accompanied by the following documents :—

(*a*) Evidence of date of birth, viz.,—

(1) a duly certified birth certificate issued by a public authority ; or

(2) a certified extract from Secondary School-Leaving Certificate showing the date of birth ; or

(3) a certificate from a University or College or School authority showing date of birth according to the University or College or school records ;

(*b*) at least two certificates of character and conduct *in original* : one must be by the Principal of the educational institution in which the applicant last studied for not less than one year ;

(*c*) a medical certificate in the prescribed form.

7. Every application (with all the enclosures securely fastened to it) should be sent by registered post direct to the Secretary superscribed and addressed as follows :—

"Application for appointment as Assistant Inspector of Excise.

To the Secretary, Staff Selection Board,
Fort St. George,
Madras."

8. Applications must reach the Secretary on or before the 31st January 1929. Applications received after that date and applications in respect of which certificates in proper form and in original have not been received on or before that date will not be considered.

9. *Any applicant will be disqualified who attempts — canvass or to bring influence to bear on the Chairman or any member of the Board personally or by letter either by himself or through the agency of any relative, friend, patron, official or other person.*

10. *All communications intended for the Board must be made in writing and addressed to the Secretary. candidate speaking to or attempting to speak to the Secretary or any member of the staff of the Staff Selection Board either personally or through any other person with reference to his application will be disqualified.*

11. Applicants must be prepared to appear in Madras before the Board at their own expense on a date which will be communicated to them.

12. Selected applicants must also be prepared to appear before the Commissioner of Excise, Madras, at their own expense, if required, before appointment and to undergo an examination in riding during the period of probation.

13. The applicant finally selected by the Commissioner of Excise will be required to undergo a strict medical examination by a Medical Board as to his physique and capacity for active outdoor work.

(By order)

A. HANUMANTHA RAO,
Secretary.

Office of the Staff Selection Board,
Fort St. George, 24th December 1928.

STAFF SELECTION BOARD.

APPOINTMENT OF ASSISTANT LECTURERS IN THE SUBORDINATE EDUCATIONAL SERVICE (COLLEGIATE BRANCH) AND LICENTIATE SCHOOL ASSISTANTS IN THE EDUCATIONAL DEPARTMENT.

NOTIFICATION INVITING APPLICATIONS.

Applications are invited for the appointment of (temporary and acting) Assistant Lecturers in the Subordinate Educational Service (Collegiate Branch) and Licentiate School Assistants in the Educational Department.

2. The pay of the Assistant Lecturer in the Subordinate Educational Service (Collegiate Branch) is Rs. 125—5—175—7½—250.

There are three grades of Licentiate School Assistants, their pay being (*a*) Rs. 75—5—100, (*b*) Rs. 100—10—150 and (*c*) Rs. 150—10—250. The candidate selected will be appointed in the lowest grade and will be eligible for promotion to the other grades if his work and conduct are entirely satisfactory.

3. An applicant must satisfy the following conditions :—

(*a*) he must be either a British * subject of Indian domicile or a ruler or subject of a State in India in respect of whom the Governor-General in Council has made a declaration under section 96-A of the Government of India Act. If he (being a British subject) or his father or his mother was not born within His Majesty's Dominions and allegiance, the father must, at the time of the candidate's birth, have been a British subject or the subject of a State in India; and if alive, must be, or if dead, must have continued to be until his death, a British subject or a subject of such State;

The declaration must be obtained before a candidate is confirmed in any post by the Department.

NOTE.—Applications for declarations under section 96-A of the Government of India Act should be made to the Resident or Political Agent of the State.

(*b*) I. If an applicant for the post of Assistant Lecturer in the Subordinate Educational Service (Collegiate Branch)—

(i) he must have passed the M.A. or B.A. (Hons.) Degree Examination of a recognized Indian or British University, in first or second class in any of the subjects mentioned below :—

English.	Chemistry.
Mathematics.	Philosophy.
Physics.	

Languages (Sanskrit, Persian and Hindustani).

NOTE.—Preference will be given to those who have undergone training in a Training College and passed the L.T. or the B. Ed. degree examination, and who have already had teaching experience.

II. If an applicant for Licentiate School Assistant—

(i) he must have passed the B.A. Degree Examination of any recognized Indian or British University in any of the subjects mentioned below :—

Mathematics.
Physics.
Chemistry.
Philosophy.
History.
Natural Science (Zoology, Botany or Geology as main subject).

(ii) He should have undergone training in a Training College and passed the L.T. or the B.Ed. degree examination.

NOTE (i).—In the case of insufficiently represented communities, candidates without the L.T. qualification will be selected by the Staff Selection Board if a sufficient number of trained graduates do not apply.

(ii) Preference will be given to those who have already had teaching experience.

(*c*) he must be of satisfactory character.

(*d*) he must of sound health, good physique and active habits, and free from any defect unfitting him for Government service.

(*e*) his age as proved by the evidence mentioned in paragraph 6 (*a*) must not exceed 25 years on the 1st November 1928, that is, he must have been born on or after the 2nd November 1903.

NOTE.—(i) A candidate over the age of 25 and under the age of 28 on that date may apply if he is employed as an Assistant Lecturer or as a Teacher and is recommended by the head of the institution in which he is employed.

(ii) Applicants for the post of Assistant Lecturers in the Subordinate Educational Service (Collegiate Branch) are exempted from the above age restriction if they hold permanent appointments in the Government Educational Department as Deputy Inspectors of Schools or School Assistants.

4. Forms of application and of medical certificate can be obtained from the Secretary, Staff Selection Board, Fort St. George, Madras. A request for forms should be accompanied by a stamped envelope addressed to the person requiring them; requests not accompanied by stamped envelopes will not be complied with.

5. Every application must be filled up by the candidate himself in his own handwriting; it must not be typewritten.

6. Every application must be accompanied by the following documents :—

(*a*) Evidence of date of birth, viz.,—

(1) a duly certified birth certificate issued by a public authority; or

(2) a certified extract from Secondary School-Leaving Certificate showing the date of birth; or

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* The meaning of British subject is made clear by the following extract from the British Nationality and Status of Aliens Act, 1914, as amended by the Acts of 1918 and 1922 :—

Section 1.—*Sub-section* (1).—The following persons shall be deemed to be natural-born British subject, namely :—

(*a*) Any person born within His Majesty's dominions and allegiance;

(*b*) Any person born out of His Majesty's dominions whose father was, at the time of that person's birth, a British subject, and who fulfils any of the following conditions, that is to say, if either—(*i*) his father was born within His Majesty's allegiance; or (*ii*) his father was a person to whom a certificate of naturalization had been granted; or (*iii*) his father had become a British subject by reason of any annexation of territory; or (*iv*) his father was at the time of that person's birth in the service of the Crown; or (*v*) his birth was registered at a British consulate within one year or in special circumstances, with the consent of the Secretary of State, two years after its occurrence, or in the case of a person born on or after the first day of January, nineteen hundred and fifteen, who would have been a British subject if born before that date, within twelve months after the first day of August, nineteen hundred and twenty-two; and

(*c*) Any person born on board a British ship whether in foreign territorial waters or not.

Provided that the child of a British subject, whether that child was born before or after the passing of this Act, shall be deemed to have been born within His Majesty's allegiance if born in a place where by treaty, capitulation, grant, usage, sufferance, or other lawful means, His Majesty exercises jurisdiction over British subjects.

Provided also that any person whose British nationality is conditional upon registration at a British consulate shall cease to be a British subject unless within one year after he attains the age of twenty-one, or within such extended period as may be authorized in special cases by regulations made under this Act—(*i*) he asserts his British nationality by a declaration of retention of British nationality, registered in such manner as may be prescribed by regulations made under this Act; and (*ii*) if he is a subject or citizen of a foreign country under the law of which he can, at the time of asserting his British nationality, divest himself of the nationality of that foreign country by making a declaration of alienage or otherwise, he divests himself of such nationality accordingly.

Sub-section (2).—A person born on board a foreign ship shall not be deemed to be a British subject by reason only that the ship was in British territorial waters at the time of his birth.

(3) a certificate from a University or College or School authority showing date of birth according to the University or College or School records ;

(*b*) at least two certificates of character and conduct *in original*: one must be by the Principal of the educational institution in which the applicant last studied for not less than one year ;

(*c*) a medical certificate in the prescribed form.

7. Every application (with all the enclosures securely fastened to it) should be sent by registered post direct to the Secretary superscribed and addressed as follows :-

"Application for the appointment of Assistant
Application for the appointment of Licentiate
Lecturer in the S.E.
School Assistant.

To the Secretary, Staff Selection Board,
Fort St. George, Madras."

8. Applications must reach the Secretary on or before the 9th November 1928. Applications received after that date and applications in respect of which certificates in proper form and in original have not been received on or before that date will not be considered.

9. Applications from candidates employed in private educational institutions must be submitted through the managements concerned.

10. *Any applicant will be disqualified who attempts to canvass or to bring influence to bear on the Chairman or any member of the Board personally or by letter either by himself or through the Agency of any relative, friend, patron, official or other person.*

11. *All communications intended for the Board must be made in writing and addressed to the Secretary. Any candidate speaking to or attempting to speak to the Secretary or any member of the staff of the Staff Selection Board either personally or through any other person with reference to his application will be disqualified.*

12. Applicants must be prepared to appear in Madras before the Board at their own expense on a date which will be communicated to them.

13. A list of persons finally selected by the Staff Selection Board at the interview will be published in the *Fort St. George Gazette*.

(By order)

A. HANUMANTHA RAO,
Secretary.

Office of the Staff Selection Board,
Fort St. George, 4th October 1928.

MADRAS : PRINTED BY THE SUPERINTENDENT, GOVERNMENT PRESS.

STAFF SELECTION BOARD.

APPOINTMENT OF TYPISTS IN THE CITY OF MADRAS.

NOTIFICATION INVITING APPLICATIONS.

Applications are invited for the appointment of typists in Government offices in the City of Madras from persons qualified by the advanced test or gher grade examination in typewriting.

2. The pay offered is generally as follows:—

(*a*) for persons who possess the minimum general educational qualification prescribed in clause 3 (*e*) (i) or (ii)—

		RS.
Secretariat	..	40—40—5—65—3—80.
A class offices	..	40—40—2½—65—3/2—80.
B and C class offices.		40—40—1½—55—1—65.

(*b*) for persons who possess general educational qualification described in clause 3 (*e*) (iii)—

		RS.
Secretariat	..	40—40—5—55.
A class offices	..	40—40—2½—55.
B and C class offices.		40—40—1½—55.

3. An applicant must satisfy the following conditions:—

(*a*) He must be either a British * subject of Indian domicile or a ruler or subject of a State in India;

(*b*) his age as proved by the evidence mentioned in paragraph 6 (*a*) must not exceed 25 years on the 31st March 1929, that is, he must have been born on or after the 1st April 1904.

NOTES.—(1) Ex-army men will be allowed to deduct from their actual age, the entire period of their pre-armistice service of the nature described in paragraph 2 of the Resolution of the Government of India in the Home Department No. 1099 (Establishments), dated 8th/21st August 1919, plus any such service rendered after the armistice up to a maximum of one year, provided that the service before and after the armistice is continuous.

(2) "If a head of a department who has power to exempt from the limit of age is prepared to grant exemption from the prescribed age limit in respect of a candidate who is more than 25 years of age so that the candidate may be employed in his department if approved by the Staff Selection Board, an order of exemption accordingly signed by him shall be filed with the application of the candidate."

(*c*) he must be of good character;

(*d*) he must be of sound health, good physique and active habits and free from any defect unfitting him for Government service.

(*e*) if he was educated at a school in the Madras Presidency, Bangalore, Coorg or Pudukkottai—

(i) he must have at least been declared eligible for admission to the Madras or Andhra University courses of study; or

(ii) he must have at least obtained a completed Secondary School-Leaving Certificate issued under the authority of Government and the certificate must show that he has obtained at the Public Examination at least 35 per cent of the marks in each of the subjects in Group A and in each of two subjects in Group C of which one at least must be a subject included in the following list:—

(*a*) Classical—
- Sanskrit.
- Greek.
- Latin.
- Arabic.
- Persian.
- Hebrew.

(*b*) Foreign—
- French.
- German.

(*c*) Indian Vernaculars—
- Urdu (Hindustani).
- Kanarese.
- Tamil.
- Telugu.
- Malayalam.
- Mahratti.
- Oriya.
- Burmese.
- Sinhalese.

History of England and India.
Algebra and Geometry.
Practical Mathematics.
Trigonometry.
Botany.
Physics.
Chemistry.

NOTES.—(i) The certificate of a pupil who has been exempted from vernacular composition and translation in group 'A' will not be considered incomplete because it contains no entry under that subject;

(ii) A pass in a Government Technical Examination is regarded as equivalent to obtaining 35 per cent marks in the corresponding subject in the Secondary School-Leaving Certificate Examination; for this purpose where in the latter examination the technical subject comprises two subjects in the Government Technical Examination, passes in at least the lower grade are required in both the subjects in the Government Technical Examination.

(iii) No candidate holding a certificate of eligibility for admission to the Andhra University courses of study will be admitted to the selection unless he has among his 'C' Group subjects at least one of those mentioned under paragraph 3 (*e*) (ii) above.

(iii) if he does not possess the minimum general educational qualification prescribed in paragraphs 3 (*e*) (i) or (ii) he must at least possess a Secondary School-Leaving Certificate which shows that he took the examination on the completion of his school course up to and including form VI

(*f*) if he was not educated at a school in the Madras Presidency, his name must have been included in a list published in the *Fort St. George Gazette* by the Staff Selection Board of persons eligible for appointment to posts in the superior service.

NOTE.—Preferential treatment will be given to applicants who have rendered whole-time and approved service in the prosecution of the War of the following kinds:

(i) Service in the combatant ranks of the army; or

(ii) all other service involving subjection to military law under the Army Act, or the Indian Army Act, and service in the Indian Branch of the Indian Defence Force; or

(iii) clerical and other service under military and munitions authorities (i) overseas and (ii) in India:

4. Forms of application and of medical certificate can be obtained from the Secretary, Staff Selection Board, Fort St. George, Madras. *A request for forms should be accompanied by a stamped envelope*

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* The meaning of British subject is made clear by the following extract from the British Nationality and Status of Aliens Act, 1914, as amended by the Acts of 1918 and 1922:—

Section 1.—*Sub-section* (1).—The following persons shall be deemed to be natural-born British subject, namely:—

(*a*) Any person born within His Majesty's dominions and allegiance; and

(*b*) Any person born out of His Majesty's dominions whose father was, at the time of that person's birth, a British subject, and who fulfils any of the following conditions, that is to say, if either—(i) his father was born within His Majesty's allegiance; or (ii) his father was a person to whom a certificate of naturalization had been granted; or (iii) his father had become a British subject by reason of any annexation of territory; or (iv) his father was at the time of that person's birth in the service of the Crown; or (v) his birth was registered at a British consulate within one year or in special circumstances, with the consent of the Secretary of State, two years after its occurrence, or in the case of a person born on or after the first day of January, nineteen hundred and fifteen, who would have been a British subject if born before that date, within twelve months after the first day of August, nineteen hundred and twenty-two; and

(*c*) Any person born on board a British ship whether in foreign territorial waters or not.

Provided that the child of a British subject, whether that child was born before or after the passing of this Act, shall be deemed to have been born within His Majesty's allegiance if born in a place where by treaty, capitulation, grant, usage, sufferance, or other lawful means, His Majesty exercises jurisdiction over British subjects.

Provided also that any person whose British nationality is conditional upon registration at a British consulate shall cease to be a British subject unless within one year after he attains the age of twenty-one, or within such extended period as may be authorized in special cases by regulations made under the Act—(*i*) he asserts his British nationality by a declaration of intention of British nationality, registered in such manner as may be prescribed by regulations made under this Act; and (*ii*) if he is a subject or citizen of a foreign country under the law of which he can, at the time of asserting British nationality, divest himself of the nationality of that foreign country by making a declaration of alienage or otherwise, he divests himself of such nationality accordingly.

Sub-section (2).—A person born on board a foreign ship shall not be deemed to be a British subject by reason only that the ship was in British territorial waters at the time of his birth.

addressed to the person requiring them; requests not accompanied by stamped envelopes will not be complied with.

5. Every application must be filled up by the candidate himself in his own handwriting; it must not be typewritten. If, however, the applicant desires to exhibit his proficiency in typewriting he may send, in addition a copy of the application and of his certificates of character typewritten by himself.

6. Every application must be accompanied by the following documents:—

(*a*) Evidence of date of birth, viz.,—

(1) a certified extract from Secondary School-Leaving Certificate showing the date of birth, or

(2) a certificate from a University or College or School authority showing date of birth according to the University or College or school records; or

(3) a duly certified birth certificate issued by a public authority;

(*b*) at least two certificates of character and conduct *in original*: one must be by the Principal or Headmaster of the educational institution in which the applicant last studied for not less than one year: in the case of ex-army men one must be by the Officer Commanding the Battalion to which he belonged or the discharge certificate;

(*c*) a medical certificate in the prescribed form;

(*d*) certified copy or copies of marks obtained by him at the Secondary School-Leaving Certificate Public Examination which can be obtained from the Secretary to the Secondary School-Leaving Certificate Board, Madras, on payment of a fee of Re. 1 (one) for each year's marks in the case of those whose highest educational qualification is the possession of a completed secondary school-leaving certificate.

7. Every application (with all the enclosures securely fastened to it) should be sent by registered post direct to the Secretary superscribed and addressed as follows:—

"Application for a typist's appointment.

To the Secretary, Staff Selection Board,
Fort St. George,
Madras."

8. Applications must reach the Secretary on or before the 12th March 1929. Applications received after that date and applications in respect of which certificates in proper form and in original have not been received on or before that date will not be considered.

9. There will be no qualifying examination for applicants who satisfy the conditions of the notification.

10. *Any applicant will be disqualified who attempts to canvas or to bring influence to bear on the Chairman or any member of the Board personally or by letter either by himself or through the agency of any relative, friend, patron, official or other person.*

11. *All communications intended for the Board must be made in writing and addressed to the Secretary. Any candidate speaking to or attempting to speak to the Secretary or any member of the staff of the Staff Selection Board either personally or through any other person with reference to his application will be disqualified.*

12. Applicants must be prepared to appear in Madras before the Board at their own expense on a date which will be communicated to them.

13. A list of persons finally selected by the Staff Selection Board at the interview will be published in the *Fort St. George Gazette*.

(By order)

A. HANUMANTHA RAO,
Secretary.

Office of the Staff Selection Board,
Fort St. George, 6th February 1929.

STAFF SELECTION BOAI

APPOINTMENT OF PROBATIONARY DEPUTY SUPERINTENDENTS OF POLICE.

NOTIFICATION INVITING APPLICATIONS.

Applications are invited for one appointment of Probationary Deputy Superintendent of Police in 1929.

2. A successful applicant will, on first appointment, be on probation; he will draw a salary of Rs. 250 per mensem and will be designated Probationary Deputy Superintendent of Police. The period of probation will be two years. A probationer who has no lien on another appointment under Government is not in the permanent service of Government; his service may be dispensed with at any time during the period of probation by the Government if, in the opinion of the Government, the probationer proves himself unfit for employment as a Deputy Superintendent of Police; a probationer who has a lien on another Government appointment will be liable to be reverted to that appointment at any time for the same reason. During the period of probation, he will be required to attend a course of instruction in the Provincial Training School at Vellore extending to two years, in drill, plan-drawing, the taking of finger-prints, law, departmental orders and vernacular languages and to appear at the successive departmental examinations for junior officers in those subjects. If he passes all the prescribed examinations and is, in the opinion of Government fit for employment as Deputy Superintendent of Police, he will be confirmed. Should any probationer, in spite of his passing the prescribed tests be found unfit for permanent appointment as Deputy Superintendent of Police or should his conduct and work be found unsatisfactory, his services will be dispensed with.

3. An applicant must satisfy the following conditions:—

(*a*) he must be a graduate of a recognized University or a Barrister at-Law;

(*b*) he must be a statutory native of India;

(*c*) he must be either a British * subject of Indian domicile or a ruler or subject of a State in India;

(*d*) he must be of satisfactory character;

(*e*) he must be of sound health, good physique and active habits and free from any defect unfitting him for Government service;

(*f*) he should not be less than 5 feet 5 inches in height and 32 inches round the chest on full expiration and 34 inches on full inspiration.

(*g*) in the absence of special orders of the Government the evidence mentioned in paragraph 6 (*a*) must prove that he was born on or after the 1st February 1906 and not later than the 31st January 1908.

NOTE.—The application of a candidate who does not satisfy this condition but has been exempted by the Government from compliance with the condition will not be considered, unless the order of exemption or a certified copy of it is attached to the application.

4. Forms of application and of medical certificate can be obtained from the Secretary, Staff Selection Board, Fort St. George, Madras. A request for forms should be accompanied by a stamped envelope addressed to the person requiring them; requests not accompanied by stamped envelopes will not be complied with.

5. Every application must be filled up by the candidate himself in his own handwriting; it must not be typewritten.

6 Every application must be accompanied by the following documents:—

(*a*) Evidence of date of birth, viz.,—

(1) a duly certified birth certificate issued by a public authority; or

(2) a certified extract from Secondary School-Leaving Certificate showing the date of birth; or

(3) a certificate from a University or College or School authority showing date of birth according to the University or College or school records;

(*b*) at least two certificates of character and conduct *in original*: one must be by the Principal of the educational institution in which the applicant last studied for not less than one year;

(*c*) a medical certificate in the prescribed form.

7. Every application (with all the enclosures securely fastened to it) should be sent by registered post direct to the Secretary superscribed and addressed as follows:

"Application for appointment as Probationary Deputy Superintendent of Police.

To the Secretary, Staff Selection Board,
Fort St. George,
Madras."

8. Applications must reach the Secretary on or before the 22nd February 1929. Applications received after that date and applications in respect of which certificates in proper form and in original have not been received on or before that date will not be considered.

9. *Any applicant will be disqualified who attempts to canvass or to bring influence to bear on the Chairman or any member of the Board or on the Inspector-General of Police personally or by letter either by himself or through the agency of any relative, friend, patron, official or other person.*

10. *All communications intended for the Board must be made in writing and addressed to the Secretary. Any candidate speaking to or attempting to speak to the Secretary or any member of the staff of the Staff Selection Board either personally or through any other person with reference to his application will be disqualified.*

11. Applicants must be prepared to appear in Madras before the Board at their own expense on a date which will be communicated to them.

12. Applicant finally selected by Government will be required to undergo a strict medical examination by a Medical Board in Madras as to their physique for active outdoor work.

(By order)

A. HANUMANTHA RAO,
Secretary.

Office of the Staff Selection Board,
Fort St. George, 15th January 1929.

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* The meaning of British subject is made clear by the following extract from the British Nationality and Status of Aliens Act, 1914, as amended by the Acts of 1918 and 19 2:—

Section 1 —*Sub-section* (1) - The following persons shall be deemed to be natural-born British subject, namely:—

(*a*) Any person born within His Majesty's dominions and allegiance; and

(*b*) Any person born out of His Majesty's dominions whose father was, at the time of that person's birth, a British subject, and who fulfils any of the following conditions that is to say, if either—(i) his father was born within His Majesty's allegiance; or (ii) his father was a person to whom a certificate of naturalization had been granted; or (iii) his father had become a British subject by reason of any annexation of territory; or (iv) his father was at the time of that person's birth in the service of the Crown or (v) his birth was registered at a British consulate within one year or in special circumstances, with the consent of the Secretary of State, two years after its occurrence, or in the case of a person born on or after the first day of January, nineteen hundred and fifteen, who would have been a British subject if born before that date, within twelve months after the first day of August, nineteen hundred and twenty-two; and

(*c*) Any person born on board a British ship whether in foreign territorial waters or not:

Provided that the child of a British subject, whether that child was born before or after the passing of this Act, shall be deemed to have been born within His Majesty's allegiance if born in a place where by treaty, capitulation, grant, usage, sufferance, or other lawful means, His Majesty exercises jurisdiction over British subjects

Provided also that any person whose British nationality is conditional upon registration at a British consulate shall cease to be a British subject unless within one year after he attains the age of twenty-one, or within such extended period as may be authorized in special cases by regulations made under this Act (*i*) he asserts his British nationality by a declaration of retention of British nationality, registered in such manner as may be prescribed by regulations made under this Act; and (*ii*) if he is a subject or citizen of a foreign country under the law of which he can, at the time of asserting his British nationality, divests himself of the nationality of that foreign country by making a declaration of alienage or otherwise, he divests himself of such nationality accordingly.

Sub-section (2) —A person born on board a foreign ship shall not be deemed to be a British subject by reason only that the ship was in British territorial waters at the time of his birth

STAFF SELECTION BOARD.

APPOINTMENT OF MECHANICS, THIRD GRADE, IN THE DEPARTMENT OF INDUSTRIES, MADRAS.

NOTIFICATION INVITING APPLICATIONS.

Applications are invited for four appointments of Mechanics, Third grade, in the Industrial Engineering Branch of the Department of Industries, Madras.

2. The pay of a Mechanic, Third grade, is Rs. 35—3 (annual)—50.

3. The duties of the incumbent of the appointment are to erect oil, gas and steam engines, pumps, mills and other miscellaneous pumping and industrial machinery and maintain them in running order.

4. An applicant must satisfy the following conditions :—

(*a*) he must be either a British * subject of Indian domicile or a ruler or subject of a State in India ;

(*b*) he must have passed either the Mechanical Engineering Examination of the Victoria Jubilee Technical Institute, Bombay, the Lower Subordinate Test of the College of Engineering, Madras, or obtained the certificate of a recognized technical school ;

NOTE.—Preference will be given to candidates who have sound practical knowledge of mechanical engineering and who are eligible under Article 1 of the Public Service Notification ;

(*c*) he must be of satisfactory character,

(*d*) he must be of sound health, good physique and active habits and free from any defect unfitting him for Government service ;

(*e*) his age as proved by the evidence mentioned in paragraph 6 (*a*) must not exceed 30 years on the 1st April 1929, that is, he must have been born on or after the 2nd April 1899.

NOTE.—For the purposes of this qualification any period spent on practical work as a mechanic since obtaining the qualification prescribed may be deducted from the candidate's actual age, subject to a maximum deduction of five years.

5. Forms of application and of medical certificate can be obtained from the Secretary, Staff Selection Board, Fort St. George, Madras. A request for forms should be accompanied by a stamped envelope addressed to the person requiring them ; requests not accompanied by stamped envelopes will not be complied with.

6. Every application must be filled up by the candidate himself in his own handwriting ; it must not be typewritten.

7. Every application must be accompanied by the following documents :—

(*a*) Evidence of date of birth, viz.,—

(1) a duly certified birth certificate issued by a public authority ; or

(2) a certified extract from Secondary School-Leaving Certificate showing date of birth, if the applicant is a holder of such a certificate ; or

(3) a certificate from a technical institution, or College of Engineering showing date of birth according to the institution or college records ;

(*b*) at least two certificates of character and conduct in original : one must be by the Principal of the College of Engineering, Madras, or the technical institution in which the candidate has undergone the course in Mechanical Engineering ;

(*c*) a medical certificate in the prescribed form.

8. Every application (with all the enclosures securely fastened to it) should be sent by registered post direct to the Secretary superscribed and addressed as follows :—

"Application for appointment as Mechanic, Third grade, in the Department of Industries.

To the Secretary, Staff Selection Board,
Fort St. George,
Madras."

9. Applications must reach the Secretary on or before the 12th March 1929. Applications received after that date and applications in respect of which certificates in proper form and in original have not been received on or before that date will not be considered.

10. *Any applicant will be disqualified who attempts to canvass or to bring influence to bear on the Chairman or any member of the Board personally or by letter either by himself or through the agency of any relative, friend, patron, official or other person.*

11. *All communications intended for the Board must be made in writing and addressed to the Secretary. Any candidate speaking to or attempting to speak to the Secretary or any member or the staff of the Staff Selection Board either personally or through any other person with reference to his application will be disqualified.*

12. Applicants must be prepared to appear in Madras before the Board at their own expense on a date which will be communicated to them.

(By order)

A. HANUMANTHA RAO,
Secretary.

Office of the Staff Selection Board,
Fort St. George, 9th February 1929.

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* The meaning of British subject is made clear by the following extract from the British Nationality and Status of Aliens Act, 1914, as amended by the Acts of 1918 and 19 2 :—

Section 1—*Sub-section* (1) — The following persons shall be deemed to be natural-born British subject, namely :

(*a*) Any person born within His Majesty's dominions and allegiance ; and

(*b*) Any person born out of His Majesty's dominions whose father was, at the time of that person's birth, a British subject, and who fulfils any of the following conditions that is to say, if either—(i) his father was born within His Majesty's allegiance ; or (ii) his father was a person to whom a certificate of naturalization had been granted ; or (iii) his father had become a British subject by reason of any annexation of territory ; or (iv) his father was at the time of that person's birth in the service of the Crown ; or (v) his birth was registered at a British consulate within one year or in special circumstances, with the consent of the Secretary of State, two years after its occurrence, or in the case of a person born on or after the first day of January, nineteen hundred and fifteen, who would have been a British subject if born before that date, within twelve months after the first day of August, nineteen hundred and twenty-two ; and

(*c*) Any person born on board a British ship whether in foreign territorial waters or not :

Provided that the child of a British subject, whether that child was born before or after the passing of this Act, shall be deemed to have been born within His Majesty's allegiance if born in a place where by treaty, capitulation, grant, usage, sufferance, or other lawful means, His Majesty exercises jurisdiction over British subjects

Provided also that any person whose British nationality is conditional upon registration at a British consulate shall cease to be a British subject unless within one year after he attains the age of twenty-one, or within such extended period as may be authorized in special cases by regulations made under this Act (i) he asserts his British nationality by a declaration of retention of British nationality, registered in such manner as may be prescribed by regulations made under this Act ; and (ii) if he is a subject or citizen of a foreign country under the law of which he can, at the time of asserting his British nationality, divest himself of the nationality of that foreign country by making a declaration of alienage or otherwise, he divests himself of such nationality accordingly.

Sub-section (2) —A person born on board a foreign ship shall not be deemed to be a British subject by reason only that the ship was in British territorial waters at the time of his birth.

STAFF SELECTION BOARD.

APPOINTMENT OF SERGEANTS, THIRD GRADE, IN THE MADRAS CITY POLICE.

Applications are invited for one (temporary) appointment of Sergeant, third grade, in the Madras City Police, from ex-British soldiers (of pure European extraction) who were recruited for the Army in the British Isles or from Anglo-Indians. In the case of ex-British soldiers, preference will be given to ex-cavalry men and ex-gunners or to men who have a knowledge of mechanical transport or who are able to ride a motor cycle and drive a car.

2. The pay of the appointment is Rs. 110 with a personal pay of Rs. 25 per mensem. Free uniform and free quarters will be supplied.

The appointment carries a pension and the period of service, if any, passed in the army in India after the age of 20, is reckoned towards pension with the service in the Police, provided the gratuity, if any, received from the Military service is refunded on joining the Police.

3. The selected candidate will be on probation for six months. If his work and conduct have not been entirely satisfactory during the period of probation, he is liable to be discharged.

Before confirmation he is required to pass a colloquial examination in Tamil, lest his appointment, at the discretion of the Commissioner of Police, is liable to be forfeited.

4. The duties of a Sergeant are partly mounted and partly dismounted.

He is held personally responsible for the care of his horse, saddlery and stable equipment. A candidate must therefore be able to ride and look after a horse, saddlery, etc.

5. An applicant must satisfy the following conditions :—

(*a*) He must have obtained at least a second class certificate of education, if he is an ex-British soldier; or if he is an Anglo-Indian he must satisfy the conditions laid down in Article 1 of the Public Service Notification published at pages 744–753 of Part I of the *Fort St. George Gazette*, dated 5th May 1928;

(*b*) his character in the military should have been assessed at least as 'good';

(*c*) he must be of sound health, good physique and active habits, and free from any defect unfitting him for Government Police Service;

(*d*) his age as shown from the documents produced under paragraph 8 (*a*) below must not be under 21 or over 40 on the 1st November 1928, i.e., he must have been born on or after the 2nd November 1888 and not later than the 1st November 1907, if he is an ex-British soldier; if he is an Anglo-Indian he must not be under 21 or over 25 on the 1st November 1928, i.e., he must have been born on or after the 2nd November 1903 and not later than 1st November 1907;

(*e*) he must not be less than 5 feet 7 inches in height and 34 inches round the chest on full expiration.

6. Forms of application and of medical certificate can be obtained from the Secretary, Staff Selection Board, Fort St. George, Madras. A request for forms should be accompanied by a stamped envelope addressed to the person requiring them; requests not accompanied by stamped envelopes will not be complied with.

7. Every application must be filled up by the candidate himself in his own handwriting; it must not be typewritten.

8. Every application must be accompanied by the following documents :—

(*a*) Evidence of date of birth, viz., a duly certified birth certificate issued by a public authority;

(*b*) his certificate of education.

(*c*) his certificate of discharge from the army;

(*d*) at least two other certificates of character and conduct in original;

(*e*) a medical certificate in the prescribed form.

9. Every application (with all the enclosures securely fastened to it) should be sent by registered post direct to the Secretary superscribed and addressed as follows :—

"Application for appointment as Sergeant, Third Grade, Madras City Police, Madras.

To the Secretary, Staff Selection Board,
Fort St. George,
Madras."

10. Applications must reach the Secretary on or before the 20th October 1928. Applications received after that date and applications in respect of which certificates in proper form and in original have not been received on or before that date will not be considered.

11. *Any applicant will be disqualified who attempts to canvass or to bring influence to bear on the Chairman or any member of the Board personally or by letter either by himself or through the agency of any relative, friend, patron, official or other person.*

12. *All communications intended for the Board must be made in writing and addressed to the Secretary. Any candidate speaking to or attempting to speak to the Secretary or any member of the staff of the Staff Selection Board either personally or through any other person with reference to his application will be disqualified.*

13. Applicants must be prepared to appear in Madras before the Board at their own expense on a date which will be communicated to them.

14. Selected applicants must also be prepared to appear before the Commissioner of Police, Madras, at their own expense, if required, before appointment.

(By order)
A. HANUMANTHA RAO,
Secretary.

Office of the Staff Selection Board,
Fort St. George, 14th September 1928.

To be typed in one of the printing letter forms
10/5/29

P. D. Kumaraswamy Chetty, Esq., B.A.,
Egmoor, Madras.

Dear Sir

From a letter written by you to the Secretary of the Devanga Sangha, Bangalore, I understand that you happen to be a member of the Staff Selection Board in Madras. As there is an idea to introduce a similar system of recruitment to the public service in Mysore, I shall be obliged if you will kindly let me have a full set of rules &c on the subject. We have obtained a copy of the Madras Govt Order of 1924 on the subject through the

Residency but not any later orders or rules. If you can kindly let me have a full set of literature on the subject, I shall be glad to return the same ~~after~~ to you after perusal in due course. Hoping you will not mind the trouble and thanking you in anticipation,

I remain,

Yours Sincerely

Dec
10/5/29

Copy of the Bengal Selection Board (Constitution and Function) Rules, 1928.

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NOTIFICATION.

No.3099/A -- The 22nd March 1928. -- In exercise of the powers conferred by Rule XII A of the Civil Services (Governors' Provinces), Classification Rules and rule 3 (2) (a) of the Civil Services (Governors' Provinces), Delegation Rules, 1926, made by the Secretary of State for India in Council under 96 B (2) of the Government of India Act, the Local Government are pleased to make the following rules :--

Part I.

I. These rules may be called the Bengal Selection Board (Constitution and Functions) Rules, 1928.

II. (i) In these rules the expressions "Provincial services" subordinate services" and "special posts" shall have the meanings respectively assigned to them in the Civil Services -- (Governors' Provinces) Classification Rules.

(ii) Unless the context otherwise requires "Government" shall mean the local Government as defined in section 134 (4) of the Government of India Act.

III. (1) To advise Government upon the first appointment of officers to the provincial services as there shall be constituted by Government a permanent Selection Board. This Board shall be called the Bengal Selection Board.

(2) Its primary function shall be to advise Government on any question connected with recruitment to the provincial services specified in Schedule I in the manner laid down in Part II of these Rules.

(3) In addition, the Board shall perform such functions with regard to any other services or special posts as may be delegated to it by general or special order of Government.

Provided that no such function shall be delegated to the Board unless the Board has been previously consulted, and, if the Board is opposed to the delegation, unless the matter has been referred to the Governor to be placed before his Executive Council or his Ministers, and an express order of Government has been made directing the delegation.

IV. (1) The Selection Board shall consist of not less than three and not more than five members who shall be appointed by Government in April each year for a period of one year.

(2) There shall be a President of the Board who shall be nominated by Government from among the members of the Board.

(3) The Secretary of the Board shall be appointed by Government and shall not himself be a member.

(4) No person who is not an official, as defined in Section 134 of the Government of India Act, shall be eligible to be appointed a member of the Board.

Part II.

Functions of the Board in regard to recruitment to Provincial Services.

V. In compliance with such general or special orders as may be made by Government in this behalf, consistently with these rules the Selection Board shall perform all or any of the following functions :--

(A) In connection with first appointment by promotion, it shall --

(i) receive nominations for promotion made by such authorities and through such channels as Government may prescribe;

(ii) consider the claims of candidates so nominated and interview such candidates as Government may direct or the Selection Board may consider it desirable to interview;

(iii) advise Government in respect of each candidate nominated whether his qualifications are sufficient and whether

his past record proves him to be of the requisite character and ability for the service to which it is proposed to appoint him;

(iv) forward to Government in such form as Government may prescribe a list of candidates arranged in order of preference.

(B) In connection with first appointment by selection, it shall --

(i) advise Government in regard to the rules regulating the submission of applications;

(ii) receive applications forwarded through channels prescribed by Government for appointment to such vacancies as may have been announced in accordance with the Bengal Provincial Services Recruitment Rules.;

(iii) consider all applications received and interview such candidates as Government may direct or as it may consider it desirable to interview;

(iv) submit to Government a list consisting of such number as Government may fix of the candidates whom it considers most suitable for appointment, in the order of preference:

Provided that Government shall, if they think fit, appoint an officer to represent the service or department for which recruitment is being made, who shall be present at and take part in the interview referred to in rule V (B) (iii).

(C) In connection with first appointment by competitive examination, it shall if so directed by Government --

(i) advise Government in regard to regulations prescribing the --

(a) qualifications of candidates,
(b) conditions of admission to the examination, and
(c) syllabus of the examination;

Provided that without the previous sanction of the Governor General in Council no standards shall be prescribed for admission to any service which are lower than those regulating admission to that service on the 9th March 1926;

(ii) receive nominations of candidates made by authorities prescribed by Government in accordance with the Bengal Provincial Services Recruitment Rules;

(iii) determine the eligibility of candidates so nominated

(iv) select from candidates so nominated who are eligible to appear at the examination such numbers as may be prescribed from time to time by Government;

(v) issue selection certificates to such candidates;

(vi) make all arrangements for the conduct of the examination and for the payment of fees to examiners;

(vii) arrange the candidates in order of merit on the results of examinations; and

(viii) forward to Government a list of candidates so arran

Part III.

VI. Every question at a meeting of the Selection Board shall be determined by a majority of the votes of the members present and voting on the question, and in case of an equal division of votes the President shall have a second or casting vote.

VII. If the President is unable to be present at a meeting of the Selection Board, he shall appoint one of the members to act for him, and the member so appointed shall have all the powers of the President at that meeting.

If the President fails for any reason to be present at a meeting, or to appoint one of the members to act for him at a meeting, the members present at the meeting shall elect one of themselves to be President and the member so elected shall have all the powers of the President at that meeting.

Provided that, unless the President otherwise directs, no action shall be taken upon any decision arrived at in a meeting at which he was not present, until he has been informed of such decision; and upon being so informed, he may direct that any such decision shall be reconsidered at a meeting at which he is present.

VIII. In the exercise of their functions the Selection Board are empowered to call from candidates for appointment for such proof or evidence as it considers necessary to establish their qualificationsor eligibility and may require them to attend for viva-voce examination and make enquiries about their character.

IX. The proceedings of the Selection Board shall not be invalidated by any vacancy in the office of a member.

X. The quorum for a meeting of the Selection Board shall be 2 when the Board consists of 3 members, and 3 when it consists of 4 or 5, but the President may adjourn any business at a meeting if he is of opinion that it cannot be transacted owing to the non-attendance of any member.

XI. All decisions of the Selection Board shall be recorded by the Secretary, and it shall be open to any member who dissents from a decision to record his dissent and, if he thinks fit, his reasons for dissenting.

XII. Whenever under these rules the Selection Board is required to give advice or to submit proposals to, or to be consulted by Government, the decision of the Board shall be communicated in a letter signed by the Secretary, and, in ~~an~~ a case where the decision is not unanimous, neither the fact of, nor the ground for, dissent, shall be communicated unless the President so directs.

XIII. The Selection Board may refer any matter to an individual member or to a committee consisting of one or more members or to either of these together with such other persons if any, as the Selection Board may appoint, for consideration and report to the Board.

XIV. (1) In matters for which no provision is made by these rules, the Board may regulate its proceedings in such manner as it thinks fit."

(ii) When any matter under consideration of the Board specially concerns any particular department of Government, the Board may, and if the Local Government in any case so directs shall, consider the advice of not more than two persons deputed by Government to represent the Department concerned.

SCHEDULE I.

List of Provincial Services.

1. Bengal Civil Service (Executive)
2. Bengal Junior Civil Service.
3. Bengal Excise Service.
4. Bengal Junior Excise Service.
5. Bengal Veterinary Service.
6. Bengal Agricultural Service.
7. Bengal Engineering Service (Roads and Buildings)
8. Bengal Engineering Serve (Irrigation)
9. Bengal Factories Service.
10. Bengal Boilers Service.
11. Bengal Smoke Nuisances Service.
12. Bengal Medical Service (Upper.)
13. Bengal Educational Service.
14. Bengal Gardeners' Service.
15. Bengal Forest Service.
16. Bengal Police Service.
17. Assistant Commissioners of Police, Calcutta.
18. Bengal Public Health Service.

Sd/-- W.D.R. PRENTICE.
Chief Secretary to the
Government of Bengal.

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Seshavarayappa
Secretary,
Central Recruitment Board.

Copy of the Bengal Selection Board (Constitution and Function) Rules, 1928.

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NOTIFICATION.

No.3099/A -- The 22nd March 1928. -- In exercise of the powers conferred by Rule XII A of the Civil Services (Governors' Provinces), Classification Rules and rule 3 (2) (a) of the Civil Services (Governors' Provinces), Delegation Rules, 1926, made by the Secretary of State for India in Council under 96 B (2) of the Government of India Act, the Local Government are pleased to make the following rules :--

Part I.

I. These rules may be called the Bengal Selection Board (Constitution and Functions) Rules, 1928.

II. (i) In these rules the expressions "Provincial services" "subordinate services" and "special posts" shall have the meanings respectively assigned to them in the Civil Services -- (Governors' Provinces) Classification Rules.

(ii) Unless the context otherwise requires "Government" shall mean the local Government as defined in section 134 (4) of the Government of India Act.

III. (1) To advise Government upon the first appointment of officers to the provincial services xx there shall be constituted by Government a permanent Selection Board. This Board shall be called the Bengal Selection Board.

(2) Its primary function shall be to advise Government on any question connected with recruitment to the provincial services specified in Schedule I in the manner laid down in Part II of these Rules.

(3) In addition, the Board shall perform such functions with regard to any other services or special posts as may be delegated to it by general or special order of Government.

Provided that no such function shall be delegated to the Board unless the Board has been previously consulted, and, if the Board, is opposed to the delegation, unless the matter has been referred to the Governor to be placed before his Executive Council or his Ministers, and an express order of Government has been made directing the delegation.

IV. (1) The Selection Board shall consist of not less than three and not more than five members who shall be appointed by Government in April each year for a period of one year.

(2) There shall be a President of the Board who shall be nominated by Government from among the members of the Board.

(3) The Secretary of the Board shall be appointed by Government and shall not himself be a member.

(4) No person who is not an official, as defined in Section 134 of the Government of India Act, shall be eligible to be appointed a member of the Board.

Part II.

Functions of the Board in regard to recruitment to Provincial Services.

V. In compliance with such general or special orders as may be made by Government in this behalf, consistently with these rules the Selection Board shall perform all or any of the following functions :--

(A) In connection with first appointment by promotion, it shall --

(i) receive nominations for promotion made by such authorities and through such channels as Government may prescribe;

(ii) consider the claims of candidates so nominated and interview such candidates as Government may direct or the Selection Board may consider it desirable to interview;

(iii) advise Government in respect of each candidate nominated whether his qualifications are sufficient and whether

his past record proves him to be of the requisite character and ability for the service to which it is proposed to appoint him;

(iv) forward to Government in such form as Government may prescribe a list of candidates arranged in order of preference.

(B) In connection with first appointment by selection, it shall --

(i) advise Government in regard to the rules regulating the submission of applications;

(ii) receive applications forwarded through channels prescribed by Government for appointment to such vacancies as may have been announced in accordance with the Bengal Provincial Services Recruitment Rules.;

(iii) consider all applications received and interview such candidates as Government may direct or as it may consider it desirable to interview

(iv) submit to Government a list consisting of such number as Government may fix of the candidates whom it considers most suitable for appointment, in the order of preference;

Provided that Government shall, if they think fit, appoint an officer to represent the service or department for which recruitment is being made, who shall be present at and may take part in the interview referred to in rule V (B) (iii).

(C) In connection with first appointment by competitive examination, it shall if so directed by Government --

(i) advise Government in regard to regulations prescribing the --

(a) qualifications of candidates,
(b) conditions of admission to the examination, and
(c) syllabus of the examination;

Provided that without the previous sanction of the Governor General in Council no standards shall be prescribed for admission to any service which are lower than those regulating admission to that service on the 9th March 1926;

(ii) receive nominations of candidates made by authorities prescribed by Government in accordance with the Bengal Provincial Services Recruitment Rules:

(iii) determine the eligibility of candidates so nominated;

(iv) select from candidates so nominated who are eligible to appear at the examination such numbers as may be prescribed from time to time by Government;

(v) issue selection certificates to such candidates;

(vi) make all arrangements for the conduct of the examination and for the payment of fees to examiners;

(vii) arrange the candidates in order of merit on the results of examinations; and

(viii) forward to Government a list of candidates so arranged.

Part III.

VI. Every question at a meeting of the Selection Board shall be determined by a majority of the votes of the members present and voting on the question, and in case of an equal division of votes the President shall have a second or casting vote.

VII. If the President is unable to be present at a meeting of the Selection Board, he shall appoint one of the members to act for him, and the member so appointed shall have all the powers of the President at that meeting.

If the President fails for any reason to be present at a meeting, or to appoint one of the members to act for him at a meeting, the members present at the meeting shall elect one of themselves to be President and the member so elected shall have all the powers of the President at that meeting.

Provided that, unless the President otherwise directs, no action shall be taken upon any decision arrived at in a meeting at which he was not present, until he has been informed of such decision; and upon being so informed, he may direct that any such decision shall be reconsidered at a meeting at which he is present.

VIII. In the exercise of their functions the Selection Board are empowered to call from candidates for appointment for such proof or evidence as it considers necessary to establish their qualificationsor eligibility and may require them to attend for viva-voce examination and make enquiries about their character.

IX. The proceedings of the Selection Board shall not be invalidated by any vacancy in the office of a member.

X. The quorum for a meeting of the Selection Board shall be 2 when the Board consists of 3 members, and 3 when it consists of 4 or 5, but the President may adjourn any business at a meeting if he is of opinion that it cannot be transacted owing to the non-attendance of any member.

XI. All decisions of the Selection Board shall be recorded by the Secretary, and it shall be open to any member who dissents from a decision to record his dissent and, if he thinks fit, his reasons for dissenting.

XII. Whenever under these rules the Selection Board is required to give advice or to submit proposals to, or to be consulted by Government, the decision of the Board shall be communicated in a letter signed by the Secretary, and, in ~~an~~ a case where the decision is not unanimous, neither the fact of, nor the ground for, dissent, shall be communicated unless the President so directs.

XIII. The Selection Board may refer any matter to an individual member or to a committee consisting of one or more members or to either of these together with such other persons if any, as the Selection Board may appoint, for consideration and report to the Board.

XIV. (i) In matters for which no provision is made by these rules, the Board may regulate its proceedings in such manner as it thinks fit.

(ii) When any matter under consideration of the Board specially concerns any particular department of Government, the Board may, and if the Local Government in any case so directs shall, consider the advice of not more than two persons deputed by Government to represent the Department concerned.

SCHEDULE I.

List of Provincial Services.

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9. Bengal Factories Service.
10. Bengal Boilers Service.
11. Bengal Smoke Nuisances Service.
12. Bengal Medical Service (Upper.)
13. Bengal Educational Service.
14. Bengal Gardeners' Service.
15. Bengal Forest Service.
16. Bengal Police Service.
17. Assistant Commissioners of Police, Calcutta.
18. Bengal Public Health Service.

Sd/-- W.D.R. PRENTICE.
Chief Secretary to the
Government of Bengal.

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Secretary,
Central Recruitment Board.

Letter Ref. No.B.2424-28, dated the 22st November 1928 from the Commissioner of Coorg, Mercara, to the Secretary to the Chief Commissioner of Coorg, Bangalore.

I have the honour to state that Mr. P.T.Kushalappa, M.L.C., has given notice of the following resolution in the Legislative Council :--

"That this Council recommends to the Chief Commissioner that a Staff Selection Board be constituted for Coorg consisting of a non-official majority of the members of this House."

2. We have Selection Committees already. Whenever a candidate has to be selected for the post of a Sub-Inspector of Police, the Commissioner, the District Magistrate and the Deputy Superintendent of Police form into a Selection Board. For the selection of a ~~xxxxxx~~ candidate for the post of a Veterinary Assistant, the Commissioner, the Chief Forest Officer, the Assistant Commissioner and the Deputy Director of Land Records and Agriculture, form into a Selection -- Committee.

3. Appointments in the offices under the Commissioner's control are made by him with reference to the Graduation List of Officers and to the Register of candidates maintained in this office and in consultation with the Heads of Offices under whom the candidates will have to work. In the Forest and the Public Works Department and the Education Departments appointments are made by the respective Heads of Departments. Appointments of Subedars, Treasury Officer, Sub Magistrate, Police Inspectors and Rangers are sanctioned by the Chief Commissioner.

4. In other provinces attempts are being made to remove appointments right out of the scope of ordinary politics. The proposal embodied in this resolution if brought into

force seems likely to make appointments in the public service primes over which candidates will contend in the Council -- elections.

5. I request that you will be so good as to obtain the orders of the Chief Commissioner in the matter.

C O P Y.

K Subbarayappa.

Secretary,
Central Recruitment Board.

CENTRAL RECRUITMENT BOARD.

Public Offices,

Bangalore, dated, May 1929.

From

D. G. CUNDAMAYAPPA, Esq., B.A., B.L.,

Secretary, Central Recruitment Board.

To

Sir,

I am directed to forward herewith for information a copy each of the marginally noted communications received from the Residency on the subject of Staff Selection Boards in British India and Coorg and to request the favour of an acknowledgement.

1) Report of a Committee appointed to enquire into the working of the Staff Selection Board instituted in 1920 for the recruitment of candidates for the Imperial Secretariat and its attached offices.

2) Government Order No.70, dated 6th February 1924 of the Government of Madras.

3) Extract from letter No.F.No.D.C624-28 dated 21st November 1928 from the Commissioner of Coorg to the Secretary to the Chief Commissioner of Coorg.

I am to add that the question of constituting Staff Selection Boards in Mysore will be one of the subjects on the agenda for the next meeting of the Central Recruitment Board to be held on the 31st May 1929. (Notice of the meeting will be sent separately.)

I have the honour to be,

Sir,

Your most obedient servant,

Secretary,
Central Recruitment Board.

DK

Report of a Committee appointed to enquire into the working of the Staff Selection Board instituted in 1920 for the recruitment of candidates for the Imperial Secretariat and its attached offices.

In pursuance of a promise made by Sir William Vincent in the Legislative Assembly on the 21st September 1921, when the operations of the Staff Selection Board came in for some adverse criticism, the following Committee was appointed in Home Department Notification No.F.442, dated the 30th January 1922, to enquire into the allegations made :--

1. Sir Jamsetjee Jejeebhoy, Bart. Deputy President of the Legislative Assembly.
2. Rao Bahadur T. Rangachariar, M.L.A.
3. Mr. H. E. Lamarth, B.A., LL.B., M.L.A.
4. Mr. G. A. Spence, M.L.A.
5. Professor Rafi. U.C. Shahani, M.L.A.
6. Mr. J. F. Cotelingam, M.L.A. and
7. Mr. H. Tonkinson, Additional Deputy Secretary to the Government of India, Home Department.

The terms of reference to the Committee were :--

(a) to enquire and report whether there is any ground for the allegation that the Board are not impartial in their selection of candidates;

(b) to examine the working of the Board and to consider whether any improvements can be suggested; and

(c) to examine and report on the functions of the -- Inspector of Office Procedure.

The Committee held a number of meetings in March 1922 and submitted an ad interim report. For various reasons it was found impossible to conclude the work of the Committee until the present session; circumstances over which the Committee had no control were against them. It is a matter of regret that some of the members were unable to sit at the concluding meetings in Simla. Mr. Spence was not in India; Professor Shahani had to leave Simla early; Mr. Tonkinson was on leave

and his place was taken by Mr. Gwynne, Joint Secretary ~~in the~~ in the Home Department.

2. In the course of our proceedings we have examined the former Chairman of the Board, Mr. Watson, at great length. We desire to express our appreciation of his knowledge of the details of his work, and the readiness with which he placed it at our disposal. We also examined two non-official members of the Board, (Khan Bahadur Mir Muhammad Khan and Pandit Gitla Prasad Bajpai), the late Secretary of the Board (Mr. Kaye) Captain Charle-Eighes, the Establishment Officer at Army Head quarters, Mr. Pereira, the Registrar of the Legislative Department as a representative of the Association of the ~~~~ Uncovenanted Services of India. We have also examined Mr. Richey, the present Chairman of the Board, and have perused a considerable amount of documentary evidence placed before us by the Board, the Home Department and others.

3. In our ad interim report we only touched upon the first term of reference and we came to the conclusion that we had no grounds of complaint of partiality on the part of the Board which were worthy of notice. We now desire to state categorically that we belive that these complaints are ~~absolutely~~ absolutely unfounded. We cannot help coming to the conclusion that they are to some extent due to the fact that some Departments of the Government of India have not followed the clear instructions which have been issued that appointments should not be made without the concurrence of the Staff Selection Board. The effect of not following these instructions has inevitably been that those who have passed the Board's test and have failed to secure employment have felt aggrieved at seeing assistants and clerks who have not passed the Board's examination being given employment in certain departments in spite of the orders on the subject. The Staff Selection Board have been unjustly blamed for this state of affairs and in consequence a certain amount of odium has fallen upon it.

While in our opinion there is absolutely no foundation for the allegations of favouritism, we wish to emphasize that as a general rule no exemptions from the Staff Selection Board' test should be ~~[illegible]~~ permitted and that the rule that all vacancies should be filled by application to the Staff Selection Board should be scrupulously followed. Only in the case of certain posts requiring special technical qualifications would we allow of some relaxation of this principle, and then only with ~~[illegible]~~ the concurrence of the Board itself and on condition that the Board is satisfied that the qualifications possessed, though not the qualifications laid down for general service, are sufficient to ~~[illegible]~~ enable the applicant adequately to perform the duties for which he is employed.

4. As to the second term of reference we understand that the post of Inspector of Office Procedure has been retrenched and therefore this question does not now arise. Though we took evidence on the point and considered it at some length in our earlier meetings, we do not think it necessary to encumber this report with our views on the subject.

5. We now come to the most important term of reference, namely the examination of the working of the Board and suggestions for improvement. The Staff Selection Board was appointed as a result of the recommedndations of the Secretariat Procedure Committee in 1920. It is unnecessary to describe at length the reasons which induced the Government of India to appoint it, or to give a detailed account of its operations. Suffice it to say that it was hoped that a better type of recruit would be secured for Secretariat work by means of a Central Recruiting Agency than by the somewhat casual and almost haphazard method of recruitment which had been previously in force. With this general principle we find ourselves in agreement. We recognise that the old system which depended mainly on the idiosyncracies of the Registrars of the various Departments to whom in practice

the recruitment of personnel to a large extent was entrusted, was really a form of patronage and that abuses were bound to creep in. We are convinced from the evidence we have taken, as well as on general grounds, that a system of competitive examination is a far more suitable method of recruiting young men to what may be termed the subordinate civil service of the Government of India. That it is essential to have intelligent and able men in the Departments of the Government of India cannot be questioned. They are to a large extent the repositories of the traditions of the Departments in which they serve and they constitute in some measure at any rate them the permanent Civil service of the Government of India. For these reasons we think it is essential that recruitment should not be left in the hands of comparatively subordinate officers in the Departments. In order to secure some uniformity of qualifications and in order that recruitment may not be confined to the immediate localities in which the Government of India is situated, we are of opinion that a competitive examination is preferable to mere nomination, even though nomination be taken out of the hands of the Registrars and be placed in the hands of Deputy Secretaries or Secretaries.

6. We observe that the functions of the Board have mainly been as follows :-

(1) to hold examinations,

(2) to compile a list of successful candidates,

(3) to supply Departments with passed candidates in officiating or temporary vacancies.

In holding examinations the Board have examined not only those already in the service of the various Departments, but also a large number of outside candidates. In 1922 over Rs 10,000/- were recovered in fees and consequently the Board was to a large extent self-supporting. The Board has for the most part consisted of an Official Exam Chairman, two non-officials -- members and, when candidates belonging to Departments x are

interviewed, a member of the Department is generally co-opted to assist the Board and to place before it the views of the Department as to the actual merits of the candidate as judged by experience of his work. Except at the time of the holding of examinations when a whole-time Secretary has been appointed an officer of the Government of India has acted as part-time Secretary and has been paid an allowance of Rs 200/- a month for carrying on the current duties; in addition, a whole-time clerk has been entertained for routine work. The expenditure of the Board has been mainly on the following items :--

(a) Travelling allowances of non-official members,
(b) Salary of whole-time or part-time Secretary,
(c) Salary of establishment,
(d) Travelling allowance for certain candidates called to viva-voce examination from outside,
(e) Fees to Examiners and expenses of examinations,
(f) The annual move between Simla and Kalka and Delhi.

Thus though the subordinate staff only is definitely on a permanent basis, yet the organisation itself is permanent; it functions at high pressure during the periodical examinations but at other times appears to have very little to do. While we recognise that the Board has performed extremely useful work in the past, and while we appreciate the good services of its members both official and non-official, yet we are not convinced that a permanent and quasi whole-time organisation is required for the purpose in view. We should prefer to see a Board -- created ad hoc for the holding of examinations and the preparation of the list of the approved candidates; when the list of approved candidates has once been prepared after the holding of the examination, the remaining work of supplying candidates to the departments which require them should be carried out by a Department of the Government of India, preferably the Home Department to some additional staff, if necessary, might reasonably be added.

7. We proceed to give our reasons for this conclusion We have observed that, apart from the examination and interview of candidates, the bulk of the work of the Board consists of

filling officiating or temporary vacancies in Departments. The recurring annual vacancies in the permanent staff appear to be few; we are informed that even on a total cadre of 1,000 they work out at something like 3 per cent per annum, or approximately 48 vacancies a year. Recruitment, however is not effected on any scientific basis, and men have experienced considerable difficulty in arriving at an even approximately accurate estimate of the number of men required for permanent vacancies each year. We cannot help being impressed with the unsatisfactory nature of the present arrangement by which the functions of the Board are to a large extent confined to filling temporary vacancies. A large floating staff or casual hands is maintained. It is impossible for such men who live as it were from hand to mouth, from Department to Department, to acquire an intimate knowledge of the working of any Department or to become imbued with its traditions. As they are temporary, their prospects are uncertain, their sense of discipline is less developed than that of the permanent staff and as their chances of promotion are indifferent, interest in their work at is frequently non-existent. We are strongly of opinion that now that the labours of the Retrenchment Committee are concluded and Departments know exactly how they stand, the time has come when the strength of Departments should be fixed on a permanent basis. At present, we understand, in nearly all Departments the permanent sanctioned staff is that of 1913 or 1914 in spite of the changes in portfolios, the increase in the work of the Government of India brought about by reforms and the vast accumulation of work which was postponed during, and was taken up on the termination of, the war. In spite of these factors the permanent staff still remains what it was 8 10 years ago. It is admitted on all hands that that staff is no unable to cope with the work and therefore a considerable staff has been maintained for years on a temporary ba-

this system is fair neither to the staff nor to Departments; it is not fair to the staff because the men have no prospects and frequently serve for years on the same rate of pay; it is not fair to the departments because they are necessarily saddled with a proportion of comparative inefficients. We therefore urge that if recruitment to the Imperial Secretariat establishment is to be on a sound basis the existing purely artificial condition of affairs should cease, and that as far as possible the strength of each department should now be placed on a permanent basis. It follows from this that the creation of a small leave reserve in each Department is desirable. We understand that considerable sums are spent each year in the payment of salaries to the personnel entertainment in leave or short-term vacancies. These men pass from Department to Department and are of little real use. It has been stated before us that a leave reserve could be established with no great increase in expenditure even after allowances are made for the non-effective, i.e. pensionary charges which the establishment of a permanent leave reserve would necessitate. As a point of detail we would recommend a general reserve for the Government of India as a whole in the case of stenographers, and not a reserve attached to each department. In this event temporary vacancies, which now form such a prominent feature of our system, would to a large extent cease to occur, and with the permanent strength of the Departments fixed on a permanent basis and the creation of a small leave reserve adequate to cope with the normal casualties, the present and principal function of the Board of supplying temporary hands will become wholly subsidiary and will tend to disappear. We would add as a corollary to this recommendation that a serious attempt should be made to calculate recruitment requirements on a more scientific basis. We understand that in the case of the Imperial Services recruitment is not made in the haphazard way in which it seems to be made to the Departments of the Government of India. It should not

be a mm matter of great difficulty, if our recommendation to place the staff on a permanent basis is accepted, to ascertain how many vacancies should be filled annually in order to provide a cadre of the strength required for the various Departments of the Government of India. In any case we recommend that the Home Department should examine this question and, if necessary, collect statistics and consult the Government Actuary. If this could be done, it would be possible to announce each year, or at least at reasonable intervals, that a certain number of vacancies in the Imperial Secretariat were open to competition. A Selection Board would then be appointed and would hold an examination somewhat on the present lines. Of the candidates appearing at the examination those who reach a certain standard should be interviewed by the Board (and we attach great importance to personal interviews,) and after the interviews a list should be prepared of approved candidates. From the names on this list the vacancies announced at the time would be filled, and any vacancies subsequently mmm occurring. When the list has been prepared it would be made over to the Home Department to whom should be entrusted the task of filling vacancies on application made by other Departments. All vacancies should be filled from the names on the list strictly in order of merit. There would thus be no need for a whole-time Board, or Secretary or for separate staff at any time except for a short period before the examination is held and for a short period after it is concluded. If need be, some small addition might be made to the Home Department staff in order to cope with the inevitable increase in routine work, such as the correspondence with approved candidates, etc.

8. We think it important that the Government of India should secure in its Secretariat persons from various provinces of India or rather we think it essential that all provinces of India should have opportunities of representation in the Government of India Secretariat. We would therefore recommend --

simultaneous examinations at the more important centres. The papers would be set and marked by Examiners appointed by the Central Board, but, as we have said before, we attach great importance to personal interviews and in our view they should be conducted by the Chairman of the Central Board with a local Board of two Non-official members co-opted for the purpose. The Central Board, as at present and each time it is created, should consist of an official Chairman and two non-official members, preferably members of the Central Legislature. Similarly we should prefer that the non-officials ~~members~~ co-opted at local centres should be members of the Central Legislature belonging to the Province in which the local centre is situated. The reason for this recommendation is that they will have greater opportunities of meeting members of the Central Board and of exchanging ideas with ~~them~~ them. The only touring necessary should be that of the Chairman when he proceeds to local centres to interview candidates. At present we understand that all candidates are interviewed; but we strongly recommend that only those who reach a certain definite standard in the written examination should be given the privilege of an interview.

9. We ~~should~~ would recommend some changes in the educational qualifications for admission to the written examination. It is desirable to find general and equivalent qualifications which will not have the effect of debarring the members of any particular community from appearing at the examination. We therefore recommend that the minimum qualifications should be the Intermediate or the Cambridge Senior for all candidates, irrespective of class, province or community. As this recommendation involves at first sight some lowering of the educational qualifications for admission to the Government of India Secretariat, we advise some modification in the Staff Selection Board Examination. At present it is to a

large extent an examination in precis writing and indexing. We think it important that the general intelligence of all candidates should be thoroughly tested and for that purpose, in addition to precis writing and the like, we recommended that papers in general knowledge and English essay should be obligatory. The percentages of marks required for passing we would leave as they are. They are fairly high and quite high enough to secure that the men who pass the examination are of sufficient general intelligence to be able to perform the duties which will be required of them in the Secretariat. As a general rule those who reach these percentages should be interviewed and those who do not reach this standard should be regarded as having failed in the examination. No one above the age of 24 should be allowed to compete and in the case of those who do not secure appointments on passing the examination their names should be retained on the list until they are 25 and should then be automatically removed. Certificates should be issued to all candidates who are put on the list of approved candidates, and this list should be published in the Gazette of India and the Local Gazettes.

10. As far as we can see, the list is likely to consist of a larger number of successful candidates than it is possible to find posts for in the Secretariat of the Government of India. As it is hoped that candidates will be drawn from all provinces of India, we are of opinion that local Governments might very easily be able to provide for some ~~xxx~~ at any rate of these candidates in the local Secretariats, and we strongly recommend that the attention of local Governments should be drawn to this possibility and that they should be asked to bear in mind the advantages of recruiting for their own Secretariats men who have passed the Staff Selection Board's test and who will be of the same intellectual calibre as the men who secure posts in the Government of India Secretariat.

11. A suggestion has been made to us that classes might

be established in important local centres in connection perhaps with the various Universities for instructing candidates for the Secretariat of the Government of India in Secretariat work such as writing notes, despatches, preparing precis and so on. On consideration we are of opinion that on financial grounds we cannot support this proposal and on the merits we are not convinced that the proposal is really as attractive as it sounds. The young man will learn more from a few months' actual work in the Secretariat than from a few years' purely theoretical training.

12. We append the following summary of our recommendations

(i) that the principle of recruitment for the Government of India Secretariat by means of competitive examination is sound and should be continued;

(ii) that the strength of departments should be fixed as early as possible on a permanent basis, that a leave reserve should be established and that recruitment should be placed on a more scientific basis;

(iii) that an Ad hoc Central Board should be established consisting of an official Chairman with two non-official members preferably of the Central Legislature, for the purpose of holding periodical examinations and of preparing a list of approved candidates.;

(iv) that the examination should also be held at local centres and that the interviews should be conducted by the Chairman with the assistance of a non-official Board of two members preferably of the Central Legislature belonging to the particular province co-opted locally. The Chairman would of course have to visit each centre at which the examinations are held;

(v) that the minimum educational qualifications for admission to the examination should be the Intermediate or Cambridge Senior, and that the Staff Selection Board Examinations should be expanded so as to include papers in general knowledge and English composition;

(vi) that only those who reach a qualifying standard should be interviewed and only those who as a result of both examination and interview are considered fit for employment should be placed on the list as approved candidates;

(vii) that certificates should be given to all candidates on the list of approved candidates; and that this list should be published in the Gazette of India and the local Gazettes;

(viii) that when the list of approved candidates has been finally prepared by the Central Board, operations should be carried on by the Home Department, some small increase in the clerical staff being granted, if necessary;

(ix) that vacancies should be filled from this list in strict order of merit;

(x) that no post in the Secretariat should be filled except by approved candidates, and that no exception be allowed in any circumstances, save except in the case of persons holding posts which require technical qualifications, and then only with the approval of the Board.

(xi) that local Governments should be encouraged to recruit for the provincial Secretariats from candidates on the approved list.

We desire to acknowledge the valuable services rendered to this Committee by Mr. Tomkinson and Mr. Gwynne.

Jamsetjee Jejeebhoy.
J. P. Cotelingam.
T. Rangachariar.
W. E. Jamarth.
C. W. Gwynne.

6th August 1923.

COPY.

Government Order No. 76, dated 6th February 1924 of the Government of Madras.

Public Services -- Appointments -- Staff Selection Board constituted.

Order -- No. 76, Public, dated 6th February 1924.

The Government have recently had under consideration the system by which appointments to the public services are at present made in this Presidency. The experience of other countries has shown that the best all-round system of making initial appointments is by competitive examination, and the Government recognise that, if the necessary standard of efficiency is to be maintained in the services and if the services themselves are to be rendered independent of political influences, it will become increasingly desirable to depend upon this system rather than upon patronage and nomination. At the same time they realise that the actual conditions differ in different countries; and the carrying out of the policy that they have always laid before them and that they have already publicly announced in G.O.No.658, Public, dated 15th August 1922 of providing, so far as possible, equal opportunities for service for the different communities renders it impossible in practice to give complete effect to such a system. They have therefore, after full consideration, decided to take the following steps to secure the objects in view.

2. A Staff Selection Board will be constituted with effect from 1st April 1924, to select persons suitable for appointment to the services. The duties of the Board will in the first instance be confined to (a) the selection of candidates suitable for appointment in all Government offices in the City of Madras, including the Secretariat, and (b) the selection of candidates for the different classes of non-gazetted executive posts above the lowest grade for which direct recruitment is at present made.

The Staff Selection Board will in the first instance consist of five members including the Chief Secretary, the Surgeon-General and the Director of Public Instruction and two non-official gentlemen who will be nominated by His Excellency the Governor. The non-official members will receive travelling allowance at first class rates for journeys made to attend sittings of the Board, but will be paid no salary or sitting fees. The Chief Secretary will be the Chairman of the Board. It will be open to the Board to constitute local committees at convenient centres throughout the Presidency, consisting of officials such as the Collector, the District Educational Officer and the District Medical Officer or the District Superintendent of Police, to assist it in the discharge of its duties. The Board is requested to make detailed proposals for the constitution of such committees and the definition of their functions. The Board will also probably need the assistance of a Secretary, who, it is suggested, might also perform the functions of the Secretary to the Commissioner for Government Examinations. In this respect too, however, the proposals of the Board itself will be awaited.

4. The functions of the Board will be as follows :--

I. Selection of candidates for all Government offices in the City of Madras :--

It will be the duty of the Board —

(i) to invite applications and to collect from educational institutions the names of those who are prima facie suitable both educationally and physically for appointment to the public service. For this purpose candidates will be required to provide themselves with medical certificates;

(ii) from the lists so obtained to select candidates for examination, bearing in mind the principle mentioned above of providing equal opportunities for the members of the different communities;

(iii) to arrange to subject those selected to a qualifying examination;

(iv) to fix a fee sufficient to cover the expenses incidental to the scheme which will be levied from each candidate who enters for the qualifying examination and will not under any circumstances be returnable;

(v) on the results of the examination and after interviewing candidates, if necessary, and arranging for their examination by a competent medical board, to publish lists of those who are declared to have passed, specifying the nature of the appointments for which they are declared to be suitable.

Departments of the Secretariat and heads of offices will then be required to make appointments as vacancies occur from among those on the lists.

In order to afford opportunities for employment to some of those who are declared to have passed, but who cannot be immediately provided with appointments, the Government are prepared to maintain a waiting list which will contain not more than twenty names at a time and to pay those on the list a monthly stipend of Rs. 20/- until they can be absorbed in arising vacancies. In the interval before appointment these men should receive a practical training in the principles of office procedure, typewriting, shorthand, precis writing and accounts; the Board is requested to make detailed proposals for the organisation of such a training institute and to draw up the necessary regulations for its working, bearing in mind that recipients of the stipends should not be permitted to accept employment elsewhere than under Government without refunding the amount paid to them and that they should be required to accept such employment under Government as may be offered to them as vacancies arise. It is suggested that the training might be carried out under the general supervision of the Secretary to the Board, but it will be left to the Board to decide how far to make use of existing institutions in Madras for teaching typewriting, shorthand, etc.

II. Selection of Candidates for non-gazetted posts above the lowest grade :--

The classes of appointments which the Government have in mind are those like probationary Revenue Inspectors, Deputy Tahsildars and Sub-Inspectors in the Salt and Police Departments. They may also, however, call upon the Board to assist them in the selection of candidates for the higher executive appointments.

It will be the duty of the Board :--

(i) to compile a list of non-gazetted posts above the lowest grade for which appointments are made direct, to ascertain for which of these appointments selection is at present made by specially appointed departmental selection committees and to submit proposals as to which of them it can deal with itself and which should be dealt with by local committees.

(Note:-- In some cases the Board may invite the local committees to make a preliminary selection and in others perhaps it may leave the final selection to them. The following clauses will accordingly apply, mutatis mutandis, to the local committees as well as the Board itself.)

(ii) to invite applications from time to time for appointments of the several classes and to interview and select candidates whom it considers suitable for appointments of each class.

(iii) to supply heads of departments with lists of those whom it considers suitable for appointment to posts under their control:

Provided that in making its selection the Board will invite each head of department concerned to nominate representatives of the department who will attend the meeting of the Board and assist it in making its choice.

Provided also that in making its selection it will be for the Board to decide whether to see all candidates at the same time or to interview candidates for different groups of appointments separately according to the qualifications required for each group.

Heads of departments will be required to make appointments from the lists supplied to them by the Board, but as an alternative the Board may also consider whether it would not be preferable to institute a qualifying examination or series of qualifying examinations for groups of appointments requiring similar qualifications on much the same lines as the qualifying examination referred to in paragraph 4(i) above; and then leave it to heads of departments to make the appointments themselves from any of the names on the lists of qualified candidates.

5. There remains for consideration the machinery by which the Staff Selection Board is to carry out the functions assigned to it in paragraph 4(i) and (ii) and the nature of the examinations that will be required.

For the present the Board will make use of the existing machinery of the Commissioner for Government Examinations for the purpose of conducting such examination as it may consider necessary. It will perhaps be sufficient in the first instance to hold one examination a year in the month of July and to confine the subjects for examination in English -- and composition, precis writing, a general knowledge paper and possibly one or two optional subjects. It is the intention of the Government that the Board itself should draw up rul regarding the educational qualifications required for admi to the examination, the age of the candidates, the nature the questions and how far the examination should be oral a few far written, the main object being to subject the vario candidates to a suitable test of their fitness for employm in Government Offices. It is impossible to lay down more precis details until experience has shown what is required in practice. It is also the intention of the Government that the Selection Board should eventually take over all functions of the Commissioner for Government Examinations

possibly also those of the Board of Examiners and when it has done so should consider whether it would not be possible to improve and co-ordinate the present system of departmental training that follows appointment and the various departmental examinations and special tests. It is also contemplated that as time goes on and experience is gained it will be possible to establish branches of the Board in mofussil centres and ultimately to make general the plan of recruitment which it is proposed to apply in the first instance to the City of Madras. In these matters, however, the Government will no doubt await the detailed recommendations of the Selection Board after its appointment.

(By Order of the Governor in Council.)

Sd/- E. S. Coulthard.
Acting Chief Secretary.

To the Chief Secretary to Government.

END.

force seems likely to make appointments in the public service prizes over which candidates will contend in the Council elections.

5. I request that you will be so good as to obtain the orders of the Chief Commissioner in the matter.

C O P Y.

Secretary.
Central Recruitment Board.

Letter Ref. No.E.2424-28, dated the 21st November 1928 from the Commissioner of Coorg, Mercara, to the Secretary to the Chief Commissioner of Coorg, Bangalore.

I have the honour to state that Mr. P.T.Kushalappa, M.L.C., has given notice of the following resolution in the Legislative Council :-

"That this Council recommends to the Chief Commissioner that a Staff Selection Board be constituted for Coorg consisting of a non-official majority of the members of this House."

2. We have Selection Committees already. Whenever a candidate has to be selected for the post of a Sub-Inspector of Police, the Commissioner, the District Magistrate and the Deputy Superintendent of Police form into a Selection Board. For the selection of a ~~[illegible]~~ candidate for the post of a Veterinary Assistant, the Commissioner, the Chief Forest Officer, the Assistant Commissioner and the Deputy Director of Land Records and Agriculture, form into a Selection Committee.

3. Appointments in the offices under the Commissioner's control are made by him with reference to the Graduation List of Officers and to the Register of candidates maintained in this office and in consultation with the Heads of Offices under whom the candidates will have to work. In the Forest and the Public Works Department and the Education Departments appointments are made by the respective Heads of Departments. Appointments of Subedars, Treasury Officer, Sub Magistrate, Police Inspectors and Rangers are sanctioned by the Chief Commissioner.

In other provinces attempts are being made to remove appointments right out of the scope of ordinary politics. The proposal embodied in this resolution if brought into

D 4163
C.R.B.

STAFF SELECTION BOARD.

No. 380-1

From

M.R.Ry. Rao Bahadur A. Hanumantha Rao Avargal,
Secretary, Staff Selection Board, Madras.

To

The Secretary,
Central Recruitment Board, Bangalore.

Dated FORT ST. GEORGE, the 4th June 1929.

Sir,

Reference: Your letter No. 8757/C.R.B. dated 23-5-1929.

I am to send you herewith as desired copies of G.Os. Nos. 970 & 971, Mis., Public, dated the 1st November 1928 regarding the constitution of the Board and also to state that the Government have not passed any orders regarding the functions and powers of the Staff Selection Board subsequent to G.O. No. 76, Public, dated the 6th February 1924.

I have the honour to be,
Sir,
Your most obedient servant,

Secretary.

TDM.

GOVERNMENT OF MADRAS.

Received.....1928. Registered.....1928.

Abstract.

Staff Selection Board - Non-official Members - strength raised to three -

---

PUBLIC DEPARTMENT.

G.O. No. 970 Mis. Dated 1st November 1928.

O r d e r:-

In paragraph 3 of G.O. No. 76, Public, dated 6th February 1924, the Government directed that the Staff Selection Board should in the first instance consist of 5 members, including the Chief Secretary to Government, Surgeon-General and the Director of Public Instruction and 2 non-official members gentlemen who would be nominated by His Excellency the Governor. The Government are of opinion that it is desirable to increase the non-official element in the Board and have accordingly decided to add one more non-official member to its strength. The Board will hereafter therefore consist of 3 official members, viz., the Chief Secretary (also its Chairman) the Surgeon-General and the Director of Public Instruction and 3 non-official members gentlemen who will be nominated by His Excellency the Governor.

(By order of the Governor in Council)

H.G. Stokes,
Chief Secretary.

To the Chief Secretary to Government.
To the Surgeon-General.
To the Director of Public Instruction.
To the Departments of the Secretariat.
To the Accountant General.
To the Staff Selection Board.

GOVERNMENT OF MADRAS.

Received.....1928. Registered.....1928.

Abstract.

Staff Selection Board - Non-official members - Appointment of -

---

PUBLIC DEPARTMENT.

G.O. No. 971 Mis. Dated the 1st November 1928.

Read the following paper:-

G.O. No. 278, Public, dated the 14th April 1924.

O R D E R:-

His Excellency the Governor in Council is pleased to appoint the following gentlemen to be non-official members of the Staff Selection Board:-

Mahmud Schamnad Sahib Bahadur, M.L.C.

M.R.Ry. P.T. Kumaraswami Chetti Garu.

(By order of the Governor in Council)

H.G. Stokes,
Chief Secretary.

To Mahmud Schamnad Sahib Bahadur, M.L.C.,
To M.R.Ry. P.T. Kumaraswami Chetti Garu.
To the Departments of the Secretariat.
" Cheif Secretary to Government.
" Surgeon-General.
" Director of Public Instruction.
" Accountant General.
Copy to the Staff Selection Board.

Appendix F G –1

SUBJECT.....

.....

.....

Diary No. of letter replied to.....2392.....

Section CRB.

File No.

Serial No.

No. Pol. 1102

General and Revenue Secretariat

( )

the *192*

To

The Secretary to
Hon'ble the Resident
in Mysore

Date of issue.....30.4.1929.....

Signed by Mr. R. Ranga Rao

Sir,

I am directed to invite reference to your ~~Office~~ letter No. 717/74-1917 dated 22nd Dec. 1928 stating among other matters that the ~~Govt of Bengal has been~~ addressed ~~from time to time~~ for ~~Keeping~~ copies of rules or orders governing the constitution and functions of the Staff Selection Boards ~~working~~ in Bengal with a ~~forward~~ letter on ~~Keeping~~ his proposal and that the same of the same from the Govt of Bengal ~~could be sent to the Office on receipt~~ and to request that the same,

st of enclosures.....

Copied by.....

Examined by.....

29/4

~~of Sanction Received~~

over

The copies ~~returned~~ received kindly
may be ~~forwarded~~ if not, of the same have been received
~~received by the translator~~
Spare.

- I have etc -

30/4/29
Chief Secy to Govt

Bom
8.4.29

Appendix F G—1

SUBJECT.....

.....

.....

Diary No. of letter replied to.....

Date of issue 23.5.29

Signed by .....

Section

File No.

Serial No.

No. 8752 CRB

General and Revenue Secretariat

( )

the *192*

To

The Secretary
Staff Selection Board
Madras

Sir,

I am directed to request you to be so good as to forward for reference, if there be no objection, ~~to Secretariat as early as~~ two copies of orders or rules issued by the Madras Govt subsequent to their order No. 76 dated 6th Feby 19 giving information as to the constitution, functions and powers of the Staff Selection Board in the Madras Presidency.

I have etc

for Chief Secretary

20/5/29

C R Board

~~Secretary~~

23/5

List of enclosures..... Regarding the

Copied by.....
23/5/29

Examined by.....

Madras Diary No 8752 CRB
Commn may be made direct instead of through the Chief Secretary.
23/5

WD 0399—GPB—20,000—18-9-28

Appendix F G—1

SUBJECT.....

.....

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Issue & Submit

Section

File No.

Serial No.

No. Pol 1076

C.R.B.

Diary No. of letter replied to.....

General and Revenue Secretariat

( )

the *192*

To

The Secy. to the Hon'ble the Resident in Mysore,

Date of issue 24-4-1929

Signed by Mr R. Ranga Rao.

Sir,

I am directed to invite ~~Your~~ reference to your Official memo No 1496/74-1917 dated 12th Feby 1929 forwarding a copy of letter No G.B. 1-277 dated 25th Jan 1929 from the Chief Secy to the Govt of Bombay regarding the recent Recruitment Rules framed for all Subordinate Services, and to request you to be so good as to obtain and forward a copy of the ~~said~~ Recruitment rules, if any such have been published by the Govt of Bombay by now.

Stating that a copy of the Recruitment Rules for all Subordinate services are in the Press and that a copy will be forwarded as soon as they are published,

List of enclosures.....

Copied by 24/4/29

Examined by

may be kindly forwarded, if the same has since been received together (if since received) with copy of ~~proceedings~~ orders governing the constitution and functions of ~~the Staff Selection Board~~ Put up separate letter. referred to in Bengal ~~mentioned~~ para 2 of our letter No. 717/74-917 dated 22.12.28, ~~of this Govt~~

I have etc

22/4/29

~~To~~ Chief Secy to Govt

Home

20/4/29.

Adm

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

Office of the Ex-Officio Secretary,
Representative Assembly.

Dated, Bangalore, 27th September 1928.

No. 911-16

Encs. 12.

M E M O.

The accompanying resolutions (12) in duplicate received from the members of the Representative Assembly for being moved at the ensuing Session of the Representative Assembly are forwarded with compliments to the Chief Secretary to Government for favour of necessary action. Should any resolution or resolutions be disallowed by the President, the same will be intimated in due course.

Information as regards the Member of Council or the Secretary to Government or the Head of Department who will be in charge of the resolution and whether it is to be accepted, opposed or explained or whether the decision of the Government will be formed after the resolution is discussed may kindly be furnished before 11th October 1928.

By order,

Sd. M. Deva Rao,

For Ex-Officio Secretary,
Representative Assembly.

D 1202

REPRESENTATIVE ASSEMBLY DASARA 1928.

Mr. D.S. Mallappa, Tiptur Taluk
" Gocrappa, Sira Taluk
" Ysuff Khan, Sira Municipality
and all the other members from the Tumkur District.

RESOLUTION. (Rco : 10)

This Assembly recommends that a Board for selecting candidates applying for appointments under Government be constituted as in the Madras Presidency, and that all appointments be made through this Board.

The powers relating to the Constitution of the Board in the Madras Presidency, as far as may be obtained by a reference to the Presidency and the results of the Resolution may be informed that the Resolution will be considered by Govt on receipt of the same

11.10.28

4067/16/10

The action proposed to be taken may perhaps be obtained by the Chief Secy

11.10.28.

SECRETARY, OHI 12 OCT. 1928

Chief Secy)

Dhere Member)

13/10

15/10

16/10

16/10

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE

General and Revenue Secretariat

Dated, Bangalore, ...192

No.

From N. MADHAVA RAO, Esq., B. A., B L.,
Chief Secretary to the Government of His Highness the Maharaja of Mysore.

To The Secretary to the Hon'ble the Resident in Mysore,
BANGALORE.

Sir,

I am directed to request you to be so good as to obtain and forward for reference copies of any papers giving information as to the constitution, functions and powers of the Staff Selection Board or Boards if any in the Madras Presidency.

I have the honor to be,
Sir
Your most obedient servant,

Fair Draft
for file.

Chief Secretary to Government.

There is no use of securing this as at present constituted. The question of constituting a Public Services selection committee is still under consideration and the Staff Selection Boards are at the bodies

To the Mem of Secy, R.A. for info
Kind Attn.
Ben 20.10.21

C.R.A. will please say what has to be noted

The R-A. and d.C. [illegible]

PP 23/10 If necessary, it may be ~~to be~~ noted that no reference is being made to the Residency, as was contemplated in the first note taken note of by the Secy, R.A.

Offg 23.10.28 Supdt, R.A. Secretariat (for Constituent)

OFFICE OF THE SECRETARY
M. S. N. A.
23 OCT. 1928
ASSEMBLY
AND
LEGISLATIVE COUNCIL

Noted and returned to C.R.B. Secretariat with Compliments

24/10

PP 24/10

Secret

Hand reference is invited to G.O. No. 1354-9 P.P 38-22-2 & 19.9.28 from His Highness in Communications to the Residency the correct expression to be used is "His Highness' Govt" or "the Nizam's Govt". I trust the use of the term "Nizam's Dominions" should be avoided. The draft may, if approved, be corrected as indicated in pencil.

30.11.28.

(+) The practice has been given up now. 1/12

on lower pay in the same class may be promoted seriatim and the vacancy caused by the promotion of the official on the lowest pay in that class may be filled up by direct recruitment. Candidates who possess qualifications which entitle them to appointments in higher class and are willing to accept the appointment in a lower class may, with the sanction of Government be appointed on pay higher than the minimum of such lower class.

9. The following is the procedure to be followed in filling up *vacancies available for direct recruitment* under the above rule :—

67-126—C. R. B. 5-26-8, dated 8th July 1927.

(*a*) In Departments where 50 per cent of the appointments are already held by members of backward communities, two out of every three vacancies shall be termed "Special Vacances" and will be open to candidates of Backward Communities, possessing the required qualifications, while the third vacancy which will be termed "General will be available to the best qualified candidate, irrespective of the community to which he may belong.

5771-630—C. R. B. 5-26-1, dated 10th June 1927.

(*b*) In departments where the proportion of appointments held by members of backward communities is less than 50 per cent, three out of four vacancies shall be regarded as "Special" and the fourth as "General," the former being open to members of backward communi-

Pol No. 586
21-12-28

1-20

To,

The Secretary
to the Hon'ble the Resident
in Mysore, Bangalore.

Sir,

I am directed to request you to be so good as to obtain ~~and forward~~ for reference copies of ~~any Progress~~ papers or reports giving information as to the constitution, functions and powers of the ---- Agencies or Boards if any constituted in the British Indian Provinces of Bombay, Madras and Bengal and the Imperial Govt. in connection with recruitment to the subordinate ranks of the public services in the respective ~~Branches~~ Govts.

I have the honor to be,

Sir,

Your most obedient servant,

Chief Secretary to Govt.

Work submitted for approval
Asst
23.11.28

VS
23/4

ascertain for the information of the
His Highness' Govt
Durbar whether any Boards have been
or appointed for the selection of
non gazetted staff by the Govt of
India and the Govts of Madras, Bom
& Bengal. If so, His Highness' the Durbar
will be greatly obliged by
being obtained for the
copies of any rules or orders governing the
constitution and functions of such Bds or Boards
in the matter of the recruitment of non gazetted
staff.

1735

Changes to be made
on the Note on the St W/Pr Selection
Board are indicated on
pencil. The footnotes on Brookes
to be corrected
Ltr to Dr Jones to be before
being typed

18.1.29

18/1/29

-: STAFF SELECTION BOARD :-

At the last session of the Assembly a resolution was moved to the effect that the Government be pleased to constitute a STAFF SELECTION BOARD for purposes of regulating all appointments in the State. The resolution was discussed with great warmth and largely supported. Government after hearing the discussion promised that the suggestion contained in the resolution --- would be considered in the course of the examination of the question as to how best to regulate the working of the rules so as to secure adequate representation of all the Backward Communities in the service.

Members generally referred to the MADRAS STAFF SELECTION BOARD which perhaps they thought would serve the purpose ---- better. In the discussion they were unanimous on one point and that was in their contention that the present rules as

put in practice did not fully secure the end in view as they involved probably too much of complexity and gave large loopholes to the appointing officers, (Majority of whom happen to be Brahmins) to evade them. The same spirit was manifest when the interpellations relating to Amildari by promotion through the Amildari list as also Sheikdari appointments were discussed and on each occasion the Recruitment Board's activity was questioned, the members apparently not realising that in the latter cases the Board had very little to do.

That the present rules of recruitment do not pretend to be the last word on the subject may be easily admitted. Many defects in their working in practice are found and action is taken as occasion arises to ----- clarify the issues and doubtful points that arise from time to time due to new situations and varying interpretations put on various orders. The Board, the office, the Sub-Committee, C. in fact every Agency connected

with this problem are is functioning and it will take naturally some time for all things to come to a stage which may be regarded to be satisfactory from all ---- points of view.

(I have already submitted) A a general note on the subject (and indicated) in broad outline the direction in which our existing rules fall short of the situation and hinted broadly the directions in which improvements can be effected. The proposal for a full time Secretary has been commended to Government by the ---- Central Recruitment Board at their last meeting (and the file has been separately submitted for orders.) (It is proposed to deal with the suggestion of the Staff Selection Board in this note.)

(As stated above,) the members had no suggestion to offer about the power, the constitution and details of the ----

working

working of the suggested Selection ---- Board. The basis of their suggestion appeared to me to suggest that a Committee on which non-officials were to be represented should work directly under ----- Government as an integral part of the Central Recruitment Board and have the last word in all future appointments to the State service. It is proposed to examine here this suggestion as well as other similar suggestions made on various occasions.

It may be sufficient to examine two suggestions - one is having a subsidiary Selection Board to each District and then direct that all appointments within the District should be made by this Board only and then to have a ---- Central Selection Board co-ordinating all these Boards. It is suggested that prominent non-officials should be associated with each of these Boards.

This suggestion need perhaps be discussed only briefly. The only organisation to which one can compare this is the District Ad-hoc Scholarship Committees. Experience of the working of these Committees and the general opinion of the concerned people leads (me) to the conclusion that any such Committees entrusted with powers of appointment will lead on to the worst kind of jobbery and seriously handicap all officers of ---- Government in the discharge of their duties and will to a considerable extent affect the discipline of services for the clerks will look to these Committees and Officers will not have an easy time in taking work from them. I consider that the power of appointment should not be delegated to such Committees. Then again even admitting that the idea of such a Committee may be considered, --- there will again be the difficulty of

making appointments in various departments. One Committee cannot perhaps be given the work of all Departments. Moreover Then there will have to be as many Committees as there are appointing Officers or at least the ---- Departments or else we ~~shall~~ should have a Committee in which all departments as well as non-officials will have to be represented and this will probably be an unmanageable body and it will not be possible to reach unanimity of opinion even in a single case. Then the work of co-ordinating all these bodies will be too stupendous and the net result may perhaps be chaos.

Thus eliminating the above proposal there remains then (the next) suggestion of having a strong Staff Selection Board as an integral part of the Central Recruitment Board which should be so ---- constituted as to be able to advance the interests of the Backward Communities without however affecting the power of Government to have the last word in each

individual appointment, I propose dealing with this suggestion at some length. The main considerations upon which this suggestion has been put forward appear to be the following. -

(a) If a Central Board selects the candidates, the selection is likely to be in accordance with the policy of Government without any local bias or any other ulterior considerations which cannot altogether be ignored by the local appointing ----- Officer.

(b) It will ensure the representation of unrepresented classes.

(c) There will not be any scope for subordinate appointing Officers to evade the rules of recruitment in any manner.

(d) As the rules of recruitment will

have been properly studied and --- correctly understood in the Secretariat or by the Executive Officer of the Board, the selection of candidates will also be made in strict conformity with both the spirit and letter of the rules.

It should be admitted that there is considerable force in the above points. Besides the above, there are a few more considerations in support of, such a Board. For one thing it can be worked under very simple and easy rules and considering the views expressed by many appointing Officers perhaps they may also welcome this instead of being interfered by rules, inquiries etc., at each appointment. Then the Board dealing as it will with a very large number of ---- vacancies, will be in a much better position to distribute the patronage to all communities and the complaints of favouriti and advancement of only a few major comm

communities among the Backward Community ---- Classes is also likely to disappear. Further the appointments will be regulated by certain uniform and well governed principles. It very often happens (now) that there will be a large number of applicants for some vacancies and then for quite large number there will not be any applicants for each candidate does not always apply for all vacancies to which he is eligible and hence when (vacancies are taken in a group there is every likelihood of a large number of people getting appointed. --- This will increase the representation ~~xx~~ of non-brahmin candidates in a much shorter time than is possible at present. A single body actuated with one desire to enforce the ----- policy of Government in the matter of recruitment of candidates of Backward Communities can enforce the rules more sympathetically and consistently than if appointments are made by by individual officers according to their light.

But while strongly supporting the suggestion of having a Selection Board, I may submit, that the following suggestions may be considered before having a Staff Selection Board in order that the work of the Board may be as smooth as possible.

(1) All short-time appointments may be prohibited and a system of reserve clerks introduced in each office as already suggested by the Board.

(2) As far as possible, staff and clerical appointments in various ~~appoint-~~ departments should be standardised and similar grades provided.

(3) A scheme of probationary clerk may be sanctioned in the case of all appointments carrying a pay of Rs 40/- and above and a three months' training provide for these recruits to see that efficiency of services does not break down.

It further seems to me that Staff

Selection Board may be entrusted only with appointments of superior grades leaving the last two grades to be recruited as at present.

There is another important aspect of the problem which has to be considered and which deserves the attention of Government. As things stand at present, all appointments up to and including fifty rupees are made under the rules of recruitment and direct appointments to the rank of Probationers and other Gazetted posts are made by Government and considerations of securing representation of all classes are --- taken into account by them. But for the very large number of appointments above rupees fifty and those which are ~~indepen-~~ ~~dently~~ departmentally approved by Government no such consideration is kept in view and this appears to be the weakest link in the chain of this policy. It is time that Government should do take into considera-

consideration this aspect and see whether anything like the rules of Madras Government recently introduced in the case of Sub Registrars cannot be introduced in our services and the Staff Selection Board entrusted with this work. The suggestion in practice will amount to the plea of extending the principle at least to a slightly less extent in case of all appointments above rupees fifty except in the case of those in which appointments are made directly by Government. Thus for example it may be laid down that a certain percentage of vacancies will be ---- filled up on considerations of seniority and in the rest the senior most and the best qualified among non-brahmin officials in service alone appointed. The suggestion is one likely to be very much criticised but it seems to me that without some such safeguard for at least the next fifteen ---- years, the representation of Backward Community Classes in these appointments is not likely to be adequate.

The only point that remains now is to discuss the strength, constitution and powers of such a Board if one is approved to be formed. In this connection I may respectfully submit that it seems desirable that if the Government decide to have a full time Secretary to the Board, such an Officer, may be selected and deputed to Madras, Calcutta, Lahore, Delhi and Bombay to study the methods and the ways in which a similar problem has been satisfactorily solved by them and submit a report to ---- Government and shape the organisation of the office and rules in the light of the experience gained there and here. I may however suggest the following if the ----- constitution of the Staff Selection Board is decided upon:-

(1) Non-official members may be elected by the Central Recruitment Board and their strength placed at 50 per cent

(2) The Chairman, Central Recruitmen Board may himself be the Chairman

of the Staff Selection Board and if for any reason this is not feasible, the final selection by the Committee should be subject to the approval of the Chairman, Central Reccuitment Board who being also a Member of Government may be regarded as representing both Government and the ---- Central Recruitment Board.

The other details may be worked up later after obtaining information if ---- necessary from other Governments and if the suggestion to depute the Secretary designate to other places is approved, after obtaining his report on the subject.

26/11/28

Appendix F G –1

SUBJECT.....

.....

.....

Diary No. of letter replied to.....

General and Revenue Secretariat

( )

the *192*

Date of issue 31–1–1929

Signed by Bnd. R. Ranga Rao

List of enclosures.....

Copied by.....

Examined by.....

Section

File No.

Serial No.

No. Pol. 799.

To

The Secy. to the Honorable
the Resident in Mysore
Bangalore

Sir

I am directed to acknowledge with thanks the receipt of your letter no. 717/74 1917 dated 22nd December 1928 ~~[illegible]~~ forwarding certain references relating to ~~enclosed in connected letter~~ appointment of Boards for the selection of non-Gazetted Staff

I have etc

Pol. Sec.
30/1

30.1.29

over

POLICE DEPARTMENT.

No.

OFFICE OF THE
INSPECTOR-GENERAL OF POLICE IN MYSORE,

Dated, Bangalore,...Gorn...ay...6..192

FROM

S. HIRIANNAIYA, ESQ., M.A., B.L.,
Inspector-General of Police in Mysore,
Bangalore.

To

S.S.Subbaraya..a, Esq., B.A., B.L.
Secretary, Central Recr itment Board,
B a n g a l o r e

Sir,

I have the honour to acknowledge the receipt of the communications on the subject of Staff Selection Board sent with your letter No.0626-34/C.R.B. dated the 21st inst.

I have the honour to be,
Sir,
Your most obedient servant,

Inspector General of Police

List of Asst. Commissioners

	Name	Caste	Remarks
1	T. G. Rama Iyer	Brahmin	684 + 322 = 340
2	N. Rama Rao	— do —	
3	B. Narayanswamy Iyengar	— do —	
4	M. S. Ramachendra Rao	— do —	
5	M. Sadasiva Rao	— do —	
	~~Marpa Brahmajirao~~		
6	M. Venkatesa Iyengar	— do —	
7	M. Venkatanarasiah	— do —	
8	S. N. Appamanjan	— do —	
9	Y. Narasinga Rao	— do —	
10	C. Gopalachar	— do —	
11	M. Seshadri	— do —	
12	P. N. Kunhunadan	— do —	
13	K. Sundaramiya Iyengar	— do —	
14	M. A. Sivaswamy	— do —	
15	S. Narayana Rao	— do —	
16	Y. Hanumantha Rao	— do —	
17	R. A. Narasimha Iyengar	— do —	
18	C. Lakshmana Rao	— do —	
19	B. S. Raghavendra Rao	— do —	
20	V. Venkatachariya	— do —	
21	Y. Ramaiya	— do —	
22	G. Sundara Rao	— do —	
23	E. V. Ganapathi Iyer	— do —	
24	K. Subba Rao	— do —	
25	M. Shamanna	— do —	
26	K. Guru Dutt	— do —	
27	B. Muddukrishnappa	— do —	
28	C. Suryanarayana Sastri	— do —	
29	N. Subba Rao	— do —	
30	C. Ramachendra Rao	— do —	

31	G. Krishna Rao	Brahmin
32	K. Srinivasa	do
33	V. Madhava Rao	do
34	K. Sesadri Iyer	do
35	R. Thammaji Rao	do
36	K. Subba Rao	do
37	V. Duraiswamy	do
38	R. Shama Iyengar	do
39	S. Kuppuswami Iyer	do
40	M. C. Subba Rao	do
41	B. Venkatakrishnayya	do
42	S. N. Srinivasa Rao	do
43	B. Subramanya Sastri	do
44	R. Srinivasa Iyengar	do
45	N. S. Hiriyanna	do
46	S. N. Nagaraja Rao	do
47	M. S. Ramachandra Rao	do

Name	Caste	Remarks
M. N. Balaraja Urs	Urs	
M. Veeraraja Urs	— do —	
R. Puttaraja Urs	— do —	
D. Krishna Urs	— do —	
K. Mallaraj Urs	— do —	
B. Siddaraja Urs	— do —	
M. Cheluvaraj Urs	— do —	
Gulam Mohadin Mekkeri	Mohammedan	
M. abdul Khader	— do —	
M. abdul Hakk	— do —	
abdul Azij Khan	— do —	
Mahomed Imam Sheriff	— do —	
Hyder ali Khan	— do —	
Mir Safdar Hussain	— do —	
Syed abdul Khalak	— do —	
M. abdus Subhan	— do —	
G. Rudrappa	Lingayat	
R. P. Mallappa	— do —	
J. B. Mallaradhya	— do —	
G. Mallikarjunaiah	— do —	
T. V. A. Iswaran	Madalai	
A. C. Subbarayappa	devanga	
J. appaji Gowda	Vokkaliga	
M. Kavanellam Naidu	Naidu	
R. Ramesh Naidu	— do —	
Charles Kamboa	Christian	
A. T. Stone	Anglo-Indian	
G. M. A. Ramajodha Singh	Rajput	
P. Suryanarayana Setty	Vaishya	
R Ramachandra Rao Bhonsla	Kshatriya	
A. C. Nirvani Gowda	Lingayat	
Jafi Dastoor	Parsi	

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M.B

8-4057

[P.O. 106]

45413

OFFICE OF THE RESIDENT IN MYSORE,

Communications should be addressed to the Secretary to the Resident in Mysore, Bangalore, by designation and not by name.

Bangalore, 28th May 192 9

No. 4662 Enclos.
74-1317

CENTRAL RECRUITMENT BOARD.
29 May 1929
No.

GEN. & REV. SECTT.
R.L.R.B.
28. MAY 1929
G. D. SECTION.

A copy of the marginally* noted letter, ~~with enclosure,~~ is forwarded with compliments, to the Chief Secretary to the Government of H. H. the Maharaja of Mysore., for information with reference to his letter No. Pol 1076/C.R.B., dated the 24th April, 1929.

*No. 6639-C, dated 24th May, 1929, from the Under Secretary to the Government of Bombay, Finance Department.

Pol. 1477

Subd for perusal

Jms 15/6/29

15/6/29

Major.
for *Secretary to the Resident.*

Laid & Loaded in the Command file

ASB

21/6

531—15-9-1927—5,000—RPB.

Letter No. 6632-C, dated the 11th May, 1929, from the Under Secretary to the Government of Bombay, Finance Department, to the Resident in Mysore, Bangalore.

Selection Boards and Recruitment Rules for non-gazetted officers.

With reference to your letter No. 4034/74-1917, dated 4th May, 1929, I am directed to state that the Manual of Recruitment Rules is not yet published and that a copy of the Manual will be forwarded to you when ready.

---:0:---

"C O P Y"

Major.

REGISTRAR, RESIDENT'S OFFICE.

ast

D 2646. E.R.B

OFFICE OF THE RESIDENT IN MYSORE,

Bangalore, 12th February 1929

All communications should be addressed to the Secretary to the Resident in Mysore, Bangalore, by designation and not by name.

No. 1496 Encl. 1.
74/1917

29723

A copy of the marginally* noted letter, ~~with enclosure~~, is forwarded with compliments, to the Chief Secretary to the Government of H. H. the Maharaja of Mysore, for information, in continuation of endorsement No. 717, dated the 26th January, 1929.

*No. 0/B/1/277, dated the 25th January, 1929, from the Chief Secretary to the Government of Bombay.

for *Secretary to the Resident.*

531—15-9-1927—5,000—RPB.

. Letter No.0/B/1/277, dated the 25th January, 1929, from the Chief Secretary to the Government of Bombay, -- Finance Department, Bombay Castle, to the Hon'ble the Resident in Mysore, Bangalore.

Selection Boards and Recruitment Rules for non-gazetted officers.

With reference to your letter No.201-ENC/74-1917, dated 7th January, 1929, asking for information regarding the constitution of Selection Boards for the recruitment of non-gazetted officials by the Government of Bombay, I am directed to state that no Boards are constituted for the section of candidates for recruitment to the non-gazetted establishments. The power of filling up vacancies in the cadres of the non-gazetted establishments is generally delegated to the Heads of Departments and Heads of Offices subject to certain broad principles governing the recruitment of non-gazetted officials. In regard to your request for copies of our rules and orders governing the recruitment of non-gazetted officers generally, I am to inform you that the Bombay Government have, under the powers delegated to the Local Governments, recently framed Recruitment Rules for all Subordinate Services. These rules are now in the Press and when they are published a copy will be forwarded to you.

---:oOo:---

" C O P Y "

REGISTRAR, RESIDENT'S OFFICE.

ASB

Current Month						WEDNESDAY	Subsequent Month					
OCTOBER 1927							NOVEMBER 1927					
S	30	2	9	16	23		S	..	6	13	20	27
M	31	3	10	17	24		M	..	7	14	21	28
Tu	..	4	11	18	25	19	Tu	1	8	15	22	29
W	..	5	12	19	26		W	2	9	16	23	30
Th	..	6	13	20	27		Th	3	10	17	24	..
F	..	7	14	21	28	OCTOBER	F	4	11	18	25	..
S	1	8	15	22	29		S	5	12	19	26	..

x x

and there was no provision in the

above rules for introducing adequate representation of backward communities in the higher ministerial and gazetted ranks of the service

From a recent reference received from the R.C at Bijapur it is seen that the qualifications of the existing Taluk Sheristadars and Heads of Sections in District Offices leave much to be desired and that there is a marked preponderance of Brahmins in these appointments. Most of these officials possess no other qualification than the Lower Secondary or S.L.C and there are very few members of backward communities in these appointments. Thus out of 47 Heads of Sections in District Offices, 46 are Brahmins; out of 71 Taluk Sheristadars, 65 are Brahmins; out of 72 Hd Sheristadars, 62 are Brahmins.

The [illegible]

recruitment

for the higher commercial appointments would also be possible to improve the efficiency of District and Subordinate Revenue Offices in the State. He has therefore suggested the introduction of a System of Probationary Clerks ~~similar to those~~ to be recruited from Graduates so that after the necessary training they might step into the place of Heads of Sections in District Offices.

Similarly attempts have been made by Govt during the past few years to increase to some extent the representation of backward communities in the higher branches of the State service ~~Board, Assistant Commissioners, Sub Regr~~ and by it must be admitted that some improvement has been effected in this direction. But the system requires to be regularised & extended to all departments of the State service

Where is the Bengal Rules copy about Staff Selection Board? I do not find it in this.

6/7/29

Vide flag C. The original (a printed copy with the tracing)

6.7.29

Please get the extracts of discussions on the subject in the R.A. and L.C.

Leg 7/1/29

At the last meeting of the Central Recruitment Board held on 31st May 1929, the working of the recruitment rules introduced about 8 or 9 year ago were examined and it was found that the total increase in the number of non-Brahmins in State Service was about 10 per cent. The Board realised that this result was not by any means insignificant, but they felt that this result was disproportionate to the amount of thought and trouble which had been devoted to the subject. On going into the details, the Board observed with satisfaction that the majority of the appointing officers were working the recruitment rules with sympathy towards the aspiration of the non-brahmin community, but it was also noticed that in a few cases such sympathy was wanting. With a view to make the rules, to some extent, independent of the personal views and predilictions of appointing officers, the Board considered that it would be desirable to introduce a larger percentage of non-brahmins in what may be called 'key appointments' in the service, such as the gazetted ranks of the various departments of the service, and District Sheristedars in the Deputy Commissioner's Offices, and Taluk Sheristedars in the Amildar's office, and the like. The Board considered therefore that, in addition to the existing recruitment rules, it was desirable for Government to introduce a system under which appointments of the kind referred to above could be made on the advice of a mixed Board of officials and non-officials.

The idea is something like the following:-

At the beginning of each year, the Government should ascertain from the Heads of Departments the number of appointments likely to fall vacant in the gazetted ranks and they should communicate this information to the Board referred to above, and take their suggestions as to how many of the vacancies should be filled up by direct recruitment either by competition or nomination and how many by promotion. In the case of those promoted, their appointments may, as at present, be decided by Government in consultation with the Head of the Department concerned. But as regards direct recruitments, whether by competition or by nomination, it was thought that a list of those eligible to sit for competition or for being nominated may be sent to the Board and their recommendations obtained regarding the final selection. Such a system is in vogue in Bengal and is working satisfactorily. The selection Board ~~composed~~ ...

Before working out the details, the Board thought it desirable to obtain the general approval of Government to the scheme outlined above. There is a similar subject before the R. A.

entirely of Officers not less than ... and not more than five in number and its functions extend to first appointments by promotion as well as nomination and the sphere of its activities extends to the ... Service of all departments including the Civil Service of Govt. ~~Act~~ including the Civil Service, Excise, Veterinary, Agricultural, Engineering, Educational, Forest, Police and Public Health Services.

... The subject was urged for consideration at the recent sessions of the Legislative Assembly and Legislative Council and a Resolution brought forward before the latter body was withdrawn on the assurance given out by Govt that action would be taken to give effect to the object with which the Resolution was brought forward, namely,

I submit herewith a note showing how the contemplated Staff Selection Board should be worked.

For ~~the~~ purpose of illustration, I take the Revenue Department - the figures taken are entirely arbitrary and are not at all actual. Assuming, for instance, that the Government, after consulting the Revenue Commissioner in the matter, find vacancies

Assistant Commissioners	5
Amildars ...	12
District Sheristedars	2
Taluk Sheristedars	8
Revenue Inspectors	20

as noted in the margin, which are likely to occur in the Revenue Department. They will write to the Staff Selection Board and consult them as to how they would propose these vacancies to be filled up.

The Staff Selection Board will examine the proportion of Brahmins and Non-Brahmins in these various appointments. Supposing they find the proportion to be as in the margin, they will perhaps suggest to Government that out of five vacancies among

	Brahmins	Non-Brahmins
Assistant Commissioners	60 %	40 %
Amildars ...	70 %	30 %
District Sheristedars	80 %	20 %
Taluk Sheristedars	60 %	40 %
Revenue Inspectors	50 %	50 %

Assistant Commissioners, one may be given to Brahmins and four to Non-Brahmins; among Amildars, two to Brahmins and ten to Non-Brahmins; among District Sheristedars, both to Non-Brahmins; among Taluk Sheristedars, three to Brahmins and five to Non-Brahmins and among Revenue Inspectors, seven to Brahmins and thirtee to Non-Brahmins.

Probably also, the Staff Selection Board will take into consideration and suggest that, as among Non-Brahmins, such of the communities as are less represented should be given preference over others.

They will also recommend to Government how many of these appointments in the various grades referred to above should be filled up by promotion and how many by direct recruitment, either by competition or by nomination. Government will then examine the whole matter and decide the proportion in which the Brahmins and Non-Brahmins should be recruited, the number which --- should be recruited by promotion, the number that should be taken by nomination and the number by competition.

As regards promotion and nomination, after getting the proposals from the Departmental Heads, the Staff Selection Board will examine the proposals and send their recommendations to Government.

As regards selection by competition, necessary notice will be issued and arrangements made for the same either by the Staff Selection Board or by some other Agency.

After the proposals of the Departmental Heads as well as the results of the competitive examination are received, Government will make their final selection as regards the former and notify the names in the Gazette in respect of ~~competition~~ both.

Appendix F G—1

SUBJECT.....

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Diary No. of letter replied to.....

Section

File No.

Serial No.

No.

General and Revenue Secretariat

( )

the *192*

To The Rev. Comm. in Mysore

Date of issue.....

Signed by.....

S

Sir,

I am directed to forward herewith a ~~list of~~ Note ~~giving by the Christian~~ ~~Govt. on the~~ in the subject of appointment of a Staff Selection Board in Mysore and to request you to be so good as to send up the concrete proposals as indicated in the line of the Note, for the consideration of Govt.

The favour of early compliance is requested.

I have &c

List of enclosures.....

Copied by.....

Examined by.....

for Chief Secy. to Govt.

WD063—GPB—20,000—1-8-29

6.8.29

6.8.29

I had put up a note about 3 or 4 weeks ago abt the question of having something in the nature of a Staff Selection Bd. Please put it up.

RG 21/7/89

I submit herewith a note showing how the contemplated Staff Selection Board should be worked.

For purpose of illustration, I take the Revenue Department -- the figures taken are entirely arbitrary and are not at all actual. Assuming, for instance, that the Government, after consulting the Revenue Commissioner in the matter, find vacancies as noted in the margin, which are likely to occur in the Revenue Department. They will write to the Staff Selection Board and consult them as to how they would propose these vacancies ~~are proposed~~ to be filled up.

Asst.Commrs.	~~10~~ ~~8~~ 5
Amildars ..	12.
Dt.Sheriste-dars ..	2.
Tk. -do.- ..	8
Rev.Inspectors	20.

The Staff Selection Board will examine the proportion of Non-Brahmins and Brahmins in these various appointments. Supposing they find the proportion to be as in the margin, ~~as follows:-~~ the

	Brahmins.	Non-Brahmins.
Asst.Commrs.	60%	40 %
Amildars ..	70%	30 %
Dt.Sheristedars	80%	20 %
Tq. do.	60%	40 %
Rev. Inspectors	50%	50 %

~~The Staff Selection Board~~ will perhaps suggest to Govt. that out of ~~6~~ 5 vacancies among Asst. Commrs, one may be given to Brahmins and four to Non-Brahmins; among Amildars, two to Brahmins and 10 to Non-Brahmins; among Dt. Sheristedars, both to Non-Brahmins; among Tq. Sheristedars, 3 to Brahmins, and 5 to non-Brahmins; and among Rev.Inspectors, 7 to Brahmins, and 13 to Non-Brahmins.

Probably also, the Staff Selection Board will take into consideration and suggest that, as among Non-Brahmins, such of the communities ~~which~~ so are less represented should be given preference ~~to~~ over others.

They will also recommend to Govt. how many of these appointments in the various grades referred to above should be filled up by promotion and how many by direct recruitment, either by competition or by nomination. Government will then examine the whole matter and decide the proportion in which the Brahmins and Non-Brahmins should be recruited, the number which should be recruited by promotion the number that should be taken by nomination and the number by competition.

As regards promotion and nomination, after getting the proposals from the Departmental Heads, the Staff Selection Board will examine (the proposals and send their recommendations to Govt

As regards selection by competition, necessary notice will be issued and arrangements made for the same either by the Staff Selection Board or by other agency.

After the proposals of the Departmental Heads as well as the results of the competitive examination are received, Government will make their final selection as regards the former and notify the names in the Gazette in respect of competition.

RAJAMANTRAPRAVINA K. MATTHAN (Third Member of Council).--- Sir, the object with which this resolution has been brought forward has, I think, been rightly summarised by the last speaker, Mr. S.L. Mannaji Rao Kadom under 4 heads, namely, increased representation of the members of the backward communities in the subordinate services, a more equitable distribution than the one existing at present of these appointments among the backward communities themselves, a better representation of the members of the backward communities in the higher -- branches of the services and the promotion of harmony between the various communities. I can assure the House that all these are the objects with which the Government fully - sympathise and I claim that the Government have done much in the past to prove that they are in full sympathy. It is the declared policy of the Government that -- there should be an adequate representation of members of the backward communities, not only in the subordinate services, but also in each higher branch of the services. Although progress in this direction during the past 4 years has not been very much, I do claim that, during the past 2 years, since the new rules of recruitment were framed, there has been a very great improvement.

Every appointment made by subordinate -- Officers is scrutinised by the Central -- Recruitment Board ~~staff~~ and anything that is against the rules is promptly vetoed. I think the result of that has already been already apparent in the statistics placed before the House in answer to a certain Interpellation. For instance, it may be noticed that, out of 504 appointments made in the Revenue Department in two districts, 101 appointments have gone to one particular community which is very forward in the -- number of qualified men and the other 403, i.e 80% of the appointments has gone to the members of backward communities.

As regards the appointment of men to the higher branches of the services, I have explained in another connection that the - number of direct appointments to the higher branches of services is very small indeed. We do have the appointments of Revenue Probationers, i.e., probationery Amildars. We probably make these appointments once a year or in two years. Probably we may have 8 vacancies filled up like that. And it is within the knowledge of the House that a very large proportion of these appointments probably 80% ~~was~~ filled by nomination of - members of backward communities. In regard to the -- appointments of probationers in certain - other departments, as for instance in the Railway Department, it is true that formerly

some appointments were made without due - advertisement. But, now steps are being taken to give widest publicity to the -- occurrence of such vacancies and to bring in as many members of the backward communities as possible. Some of the members seem to think that, in regard to appointments below Rs. 100 or Rs.50, the Central Recruitment Board is already doing what is required by it while the others have pointed out that it is not so. As a matter of fact, the Central Recruitment Board does not make any appointment and does not directly recommend any appointment being given to any. The function of the Board is two fold to get information about the vacancies that occur, see whether they are classfied properly as between general and special, the general being about 25% and open to all communities and filled up by a selection of the best and the remaining 75% classfied as special and ~~to be~~ be filled up from among the most competent of the applicants among the backward communities. This is one of the functions of the Central Recruitment Board. The other function is ½.....

Dewan Bahadur RAJASABHABHUSHANA SIR K.P. Puttanna Chetty .---- ~~Only~~ Are appointments ~~are~~ made by the Central Recruitment Board ?

RAMANTRAPRAVINA K. Matthan (Third Member of Council),----- No. They receive applications , forward them to the various

various appointing officers and receive a report from them as to the manner in which the appointments are filled up and if any appointment is made in contravention to the policy laid down by the Government, it is promptly vetoed, unless there are special circumstances justifying the appointment being made and which are explained and acceptable by the Board. So that, it is really not of the nature of a Selection Board, but, it adequately fulfils the purpose as far as appointments below Rs.50 are concerned. In my opinion, to have all these appointments made by a Central authority would be rather impracticable. You may have seen from the statistics available that about 2000 appointments are advertised every year. If a single authority has to make all these appointments, it means the scrutinising of the qualifications of hundreds of applicants. I may tell the House that for each appointment the number of applications that we may receive may be anything up to a hundred. But in some cases it is not so. If 2000 appointments are advertised, the number of individual applications that may be received will certainly be something like 25,000 or 30,000. The scrutinising of all these applications, the necessary interview of the candidates, then making alternative arrangements when some of these candidates do not go to join the places to which they have been posted

would mean a very huge amount of work and I do not think that a Committee, unless it consists of full time people with a big staff, can really serve that purpose.

RAJASABHABHUSHANA DIWAN BAHADUR SIR K.P. Puttanna Chetty.----- Is it an honorary Committee ?

RAJAMANTRAPRAVINA K. MATTHAN (Third Member of Council).----- It consists of partly of officials and partly of a few non-officials generally.

RAJASABHABHUSHANA DIWAN BAHADUR SIR K.P. Puttanna Chetty.----- Does it consist of officials who merely do the work of a clerk ?

RAJAMANTRAPRAVINA K. MATTHAN (Third Member of Council).----- No. It consists of Officers of Government, like the Revenue Commissioner.

What I meant to suggest was that the work would be so enormous that if the Committee were to do it, it would require a number of full time people engaged on it. The members of the Committee would, like the Public Services Commission of the Government of India, have to consist of full time people to devote their whole time and energy to it.

Mr. G. CHANNAPPA.--- In Madras, there is a Staff Selection Board .

RAJA"ANTRAPRAVINA K. MATTHAN (Third Member of Council).--- I will come to that point. A reference was made to the effect that Staff Selection Boards existed in - certain places. Such a Board has been appointed in Madras and probably in Bengal but not in Bombay. The one reason why the Governments concerned have recently appointed Staff Selection Boards is this . In India, party Government is coming into operation and naturally the party in power, if it has got the power of making appointments, will fill up the posts in the Public services by their own party men. It would therefore be an unwholesome state of -- affairs and the next party coming into -- power may do something to upset all that.

Mr. D.S.. MALLAPPA.--- Practically, the Officers of Govement are doing the same thing here.

RAJAMANTRAPRAVINA K.MATTHAN (Third Member of Council).--- Everywhere the Staff Selection Boards are appointed with a view to remove the political influence from the public services.

RAJASABABHUSHANA DIWAN BAHADUR SIR K.P. PUTTANNA CHETTY. ---- Do the Staff Select Boards consist of men/officers appointed by Government ?

RAJAMANTRAPRAVINA K.MATTHAN (Third

RAJAMANTRAPRAVINA K.MATTHAN (Third Member of Council).---- In some cases it is so and in some cases ~~it is~~ not. The Staff Selection Boards are necessary in places where there is a party Government It is invariably done with a view to take away public appointments from the sphere of political influence, or party Government Here, in Mysore, ~~there is~~, as well as you are aware there is no such system. It is an irremovable - Government, and not subject to party - influence. What ~~is~~ I say is that the Staff Selection Board is necessary in places where appointments are otherwise liable or subject to the political party influence.

Another suggestion has been made to the effect that there should be District Committees and that they should consist of non-officials. In that case, what might happen would be that, instead of one particular individual being responsible for appointments, the responsibility will be thrown among a number of non-officials and I should be very sorry to be in the -- position of those non-officials who would be bombarded over it all their lives by hundreds of applicants. Take the case of appointments in the Education Department. Supposing there are 50 vacancies of school masters in a district, and they are adver-

advertised. Many of them would be going and seeing the non-officials and they would be therefore subject to the imputation of having selected their own men. I want that to be clearly understood. When the same subject came up before the Representative Assembly, demands were made to the effect that all communities should be represented in the Staff Selection Board. (Some members said no) Demands were so made, if I remind the members here who were present there . They said that both the larger communities and minor communities would demand that there should be representation from among them on each Supposing we put the members of a few communities on the Board. It would be thought that they are there to protect the interest of their own community rather than to make a good selection . I think that the relegating of appointments in the public services to committees like that would be a very difficult thing to work.

Reference was made to the functions of the Staff Selection Board in Madras. I have got the rules relating to that and I find that the functions of the Staff Selection Board in Madras are as follows:-

"In respect of candidates for all Government offices in the city of Madras, it will be the duty of the Board to invite applications and collect from

from educational institutions the names of those who are prima facie suitable both educationally and physically for appointment to the public service, from the lists so obtained select candidates for examination bearing in mind the principle -- mentioned above of providing equal opportunities for the members of the different communities and to arrange to subject those selected to a -- qualifying examination, to fix a fee sufficient to cover the expenses incidental to the scheme which will be levied from each candidate who - enters for the qualifying examination and will not under any circumstances be returnable and on the results of the examination and after interviewing candidates, if necessary, and arranging for their examination by a competent medical Board , to publish the lists of those who are declared to have passed, specifying the nature of the appointments for which they are declared to be suitable. Then the Departments of the - Secretariat and the Heads of Offices will then be required to make appointments as vacancies occur from among those on the lists."

That is why it is a different thing from what the mover of this resolution and those who support him seemed to have in view and if you look into the functions of the Public -- Services Commission, you will find that they are also quite different.

So, what is really suggested here is, that the old power of making appointments should be taken away from the hands of officials and handed over either to non-official committees or to committees consisting partly of officials and partly of non-officials.

Mr. H.C. DASAPPA.--- The Staff - Selection Board will make only recommendations and not appointments.

RAJAMANTHAPRAVINA K.MATTHAN(Third Member of Council).--- What is the good of making recommendations to appointing officers for appointments of Rs.15/-, Rs.20/ and Rs.25/- ? These are really matters that ought to be left to the responsible officers who are now, by law, entrusted with that duty. I can quite realise the desire on the part of the members of the House to have some effective steps taken ensuring that in the making of the appointments to the higher branches of services, there should be an adequate representation of the backward communities and any scheme for publicly advertising these and - ensuring that in making appointments all communities have an equal chance, etc. But, as far as the lower appointments are concerned, I maintain that the present system is really the best, because, I think the results of the last 2 years have shown that there is a great improvement in the

representation of backward communities in lower appointments. If only the Central Recruitment Board will be quite vigilant and see that no departures are allowed under any circumstances, I think the required representation of members of the backward communities in the lower grades of the services will be ensured very soon.

Mr. D.S. MALLAPPA referred in this connection to a suggestion that adequate leave reserves might be provided. Of course, this is a very small matter. I mention here this to bring to the notice of the members only one fact. The one difficulty that has been experienced in the past is that, in leave vacancies, somebody is appointed for a short term, then some other person takes leave and the person who has been appointed already is continued, with the result that, when a permanent vacancy occurs, the appointing officer will not have the heart to send him away, but, finds some means of confirming him there and thereby the claims of members of backward communities sometime happens to be prejudiced. We want to avoid that, Mr. D.S. Mallappa is aware that we are considering the question of adding to the Forest Department sufficient leave reserves and if that proposal is proposed to be financially sound and possible and generally agreeable to the -

Heads of Departments who are responsible for that those, then that would avoid the particular manner in which the rules could be evaded. I think that the existing rule will adequately provide that in at least all the special vacancies and there are 75% in number,-- members of the backward communities will alone get the representation.

Mr. D.H. Chandrasekhariah has indeed referred to the question of maintaining an equitable proportion of representation as among the backward communities. It is quite true that the appointing officers who have only a few appointments to make will find it most difficult to make that kind of equitable distribution. Government have laid down that every effort should be made to employ un-represented communities. I assure Mr. D.H. Chandrasekharaiya that if he happened to look through the appointments actually made and as reported to the Central Recruitment Board, I can say that I do see that every effort is being made to give preference to un-represented communities, like, Bestars, Bedars, and Kurubars. These are represented in a very small proportion in the services. I almost invariably find that when these applications are sent and a report is made, the appointing officers almost invariably prefer them. I can tell you that every efforts is being

being made by appointing officers to distribute those appointments among the backward various communities, including thexexthex the minor communities also.

Mr. H.B. GUNDAPPA GOWDA .--- Including the major communities also

RAJAMANTRAPRAVINA K.MATTHAN (Third Member of Council).--- Yes. Members of one particular major community have a grievance. I assure you that that is because the number of candidates is not in any way proportionate to their strength in the population and to the number of vacancies.

Mr. D.H. CHANDRASEKHARAIYA.-- In some cases, I think there are a number of applicants.

RAJAMANTRAPRAVINA K. MATTHAN (Third Member of Council).--- May be.

Mr. D.S. MALLAPPA.--- Total statistics disclose that an equitable distribution has not been made.

RAJAMANTRAPRAVINA K.MATTHAN (Third Member of Council).--- I do not think that the House has really obtained sufficient statistics, to base a conclusion of that kind, kxxxxxxxxthexxthxxxxxx xkthxthxdxxxxxxxxx xxkxtxxxtxxthexxxxthxxxg

If you ask for a list of appointments that were made in a particular period extending for a fairly long term and if you look through it, you will find

Mr. D.S. MALLAPPA.---- It is only for that purpose, we asked for certain information but somehow or other, we were not pleased to be given the required information. We asked for the total number of appointments made ever since the orders of Government on the Miller Committee Report were brought into force but, we were not furnished with the required information.

RAJAMANTRAPRAVINA K.MATTHAN (Third Member of Council).---- But, it is very difficult to compile. We will try to give you such information in the future.

I can only say that the objects of this discussion , as summarised by Mr. Mannaji Rao Kadom, are always kept in view and I for one feel that the Staff Selection Board on the line that the members have in view is not likely to serve the purpose which they have in view.

RAJASABHABHUSHANA DIWAN BAHADUR SIR K.P. Puttanna Chetty.---- May I know how the Staff Selection Board will affect the powers of Government as regards their patronage ? Will the Government have no patronage ?

RAJAMANTRAPRAVINA K.MATTHAN (Third Member of Council).--- It is possible for the Government to delegate such powers if the law allows it. But, I do not know whether it is possible for the Government to extend their patronage

RAJASABHABHUSHANA DIWAN BAHADUR SIR K.P. Puttanna Chetty.--- Does it take away all powers of patronage existing in Government

C.S. Balasundaram Iyer

RAJAMANTRAPRAVINA K.MATTHAN (Second Member of Council).--- In Madras, the Board, just like the Central Recruitment Board, calls for application and go one step further. They select a certain number of suitable candidates, subject them to a qualifying examination and then say to the Appointing officers to appoint candidates from the list of suitable candidates for appointments. That is all. They do not appoint themselves candidates.

RAJASABHABHUSHANA DIWAN BAHADUR SIR K.P. Puttanna Chetty.--- As the Central Recruitment Board does at present .

RAJAMANTRAPRAVINA K. MATTHAN (Third Member of Council).--- To a slight degree less.

D 1735
C. R. B

App. F. III—2]

General and Revenue Secretariat. | File No. 2646 of 192

Serial No.

A note on the proposal re the Staff-selection Board for the Mysore State is submitted for favour of perusal and orders

CHIEF SECRETARY. 26 NOV. 1928

Chief Secy)

26/11

May be considered at a meeting of the C.R.B

5938 4/12

Dy Secy) 3/12

Secy to Govt 5/12

Yes Secy 5/12

This was deferred for consideration at the next meeting of the C.R.B

27.2.29.

Secy to Govt 27/2

VS 27/2

at the meeting of the C. R. B held on 15.4.29 this question was deferred to the next meeting. ✱ Draft—forwarding to C.R.B Copies of papers received from the Residency re: Staff—Selection Board elsewhere is held for appl

W. 4.5.29

Dy Secy 6.5.29.

Secy to Govt No. 86 26-34/C.R.B. 21.5.29

NOTE—Contn. sheet.

WD 0321—GPB—60,000—24-5-27

Serial No.	
	Dft forwarding a copy each of the Bengal Select Board Rules to all the members of the C.R.B. is put up as ordered on the P.V.D in the linked-file.
D: 3924.	
	Vide orders ("Dms") in the Linked file
Dms 28/5	To The Members of the C.R Board
	No. 8801-9 dated 28th May 1929
	Forwards for information a copy of the Bengal Selection Board Rules 1928, recd from the Residency.
SW 13/7/31	

WD 01684—G.P.B.—30.000.

Serial No.

With a view to examine how far we can adopt the system of Staff Selection Boards which are in existence in various parts of British India, a reference was made to the Residency some time ago for obtaining copies of the rules relating to these Boards. In response, we have received a copy of the Report of the Committee appointed in 1922 to enquire into the operations of the Staff Selection Board of the Government of India and another of the order of the Government of Madras dated 6th February 1924 constituting a Staff Selection Board for that Presidency. Recruitment rules for subordinate services in Bombay are ~~still~~ said to be still in the Press and those of Bengal have not yet been received.

(2) From a perusal of the papers received it is seen that a Staff Selection Board wa constituted by the Government of India so far back as 1920 with the object of securing for the Imperial Secretariat and its attached offices a better type of recruits by a Central Recruiting Agency than by the somewhat casual and almost haphazard method of recruitment which was previously in force and which depended mainly on the idiosyncracies of the Registrars of the various departments to whom in practice the recruitment of personnel to a large extent was entrusted and in which abuses of patronage were more or less inevitable.

NOTE—Contd. sh

Serial No.

(3) The functions of this Board were -- mainly as follows :--

(i) To ascertain annually how many vacancies are likely to arise;

(ii) To announce how many of them are open to competition;

(iii) To hold examinations;

(iv) To compile a list of successful candidates; and

(v) To supply departments with passed candidates in officiating or temporary vacancies.

The Board consisted of an Official Chairman and two non-official members and when candidate belonging to particular departments were interviewed, a member of the department was co-opted to assist the Board in judging the merits of the candidate. Except at the time of the holding of examinations when a whole-time Secretary was appointed, an Officer of the Government of India acted as part-time Secretary for carrying on the current duties of the Board. A fee was levied for the examination which brought in sufficient income for the Board to be almost self-supporting.

(4) As the operations of this Board came in for adverse criticism in the Imperial Legislative Assembly, a Committee was appointed in January 1922 to examine the working of the Board and to consider whether any improvements can be suggested. This Committee's report now before us is dated 6th August 1923, but no information is available as to what orders were passed by the Government of India on this report. The

NOTE—Contn. sheet

WD 031—GPB—30,060—21-8-28

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following is a summary of the Committee's recommendations :--

i) That the principle of recruitment for the Government of India Secretariat by means of competative examination is sound and should be continued;

ii) That the strength of departments should be fixed on a permanent basis, that a leave reserve should be established and that recruitment should be placed on a more scientific basis;

iii) That an ad hoc Central Board should be established consisting of an official Chairman with two non-official members, preferably of the Central Legislature, for the purpose of holding periodical examinations and of preparing a list of approved candidates;

iv) that the examination should also be held at local centres and that the interviews should be conducted by the Chairman with the assistance of a non-official Board of two members preferably of the Central Legislature belonging to the particular Province co-opted locally;

v) that the minimum educational qualifications for admission to the examination should be the intermediate or Cambridge Senior, and that the Staff Selection Board examinations should be expanded so as to include papers in general knowledge and English composition in addition to Precis Writing and indexing;

vi) that only those who reach a qualifying standard should be interviewed and only those who as a result of both examination and interview are considered fit for employment should be placed on the list as approved candidates;

vii) that certificates should be given to all candidates on the list of approved candidates; and that this list should be published in the Gazette of India and the local Gazettes;

viii) that, when the list of approved candidates has been finally prepared by the Central Board, operations should be carried on by the Home Department, some small increase in the clerical staff being granted, if necessary.

ix) that vacancies should be filled from this list in strict order of merit;

x) that no post in the Secretariat should be filled except by approved candidates, and that no exception should be allowed in any circumstances, except in the case of persons holding posts which require technical qualifications, and then only with the approval of the Boards; and

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xi) that local Governments should be encouraged to recruit for the Provincial Secretariats from candidates on the approved list.

(5) A change in the educational qualifications for admission to the written examination is deliberately suggested by the Committee in recommendation No (v) supra so that the fixing of a needlessly high standard of qualification may not have the effect of debarring members of any particular community from appearing for the examination. Beyond this, there is no specific provision in the Government of India scheme for showing preferential treatment to members of particular communities.

(6) Coming now to the Madras scheme, we find that the duties of the Board there are confined in the first instance to :--

(i) the selection of candidates suitable for appointment in all Government offices in the City of Madras including the Secretariat; and

(ii) the selection of candidates for the different classes of non-gazetted executive posts above the lowest grade for which direct recruitment is at present made.

(7) The Staff Selection Board in Madras consists of five members including the Chief Secretary to Government, the Surgeon General and the Director of Public Instruction and two non-official gentlemen to be nominated by His Excellency the Governor. The Chief Secretary to Government happens to be the Chairman of the Board.

(8) It is open to the Board to constitute local Committees at convenient centres throughout the Presidency consisting of the Collector, the

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Serial No.

District Educational Officer, the District Medical Officer or the District Superintendent of Police to assist the same. The Secretary will be Secretary to the Commissioner for Government Examinations.

(9) The duties of the Board in respect of appointments in the City of Madras are as follows:-

(i) to invite applications and to collect from educational institutions the names of those who are prima facie suitable both educationally and physically for appointment to the public service;

(ii) from the lists so obtained, to select candidates for examination, bearing in mind the principle of providing equal opportunities to members of different communities;

(iii) to arrange to subject those selected to a qualifying examination;

(iv) to fix a fee sufficient to cover the expenses incidental to the scheme which will be levied from each candidate who enters for the qualifying examination and will not under any circumstances be returnable; and

(v) on the results of the examination and after interviewing candidates, if necessary, and arranging for their examination by a competent Medical Board, to publish lists of those who are declared to have passed, specifying the nature of the appointments for which they are declared to be suitable.

(10) The departments of the Secretariat and the Heads of offices will then be required to make appointments from among those on the lists.

(11) The duties of the Board in respect of non-gazetted posts above the lowest grade in the mofussil, such as, Probationary Revenue Inspectors, Deputy Tashildars and Sub Inspectors in the Salt and Police Departments will be as follows :--

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(1) To compile a list of non-gazetted posts above the lowest grade for which appointments are made direct, to ascertain for which of these appointments selection is at present made by -- specially appointed departmental selection committees and to submit proposals as to which of them it can deal with itself and which should be dealt with by local Committees.

(Note -- In some cases the Board may invite the local Committees to make a preliminary selection and in others perhaps it may leave the final selection to them. The following clauses will accordingly apply, mutatis mutandis, to the local Committees as well as the Board itself.)

(ii) to invite applications from time to time for appointments of the several classes and to interview and select candidates whom it considers suitable for appointments of each class;

(iii) to supply Heads of Departments with lists of those whom it considers suitable for appointment to posts under their control.

Provided that, in making its selection, the Board will invite each Head of the Department concerned to nominate representatives of the Department who will attend the meeting of the Board and assist it in making its choice.

Provided also that, in making its selection, it will be for the Board to decide whether to see all candidates at the same time or to interview candidates for different groups of appointments separately according to the qualifications required for each group

(12) Heads of Departments will be required to make appointments from the lists supplied to them by the Board.

(13) It will be seen from the above that the only respect in which claims of members of different communities are safeguarded is in the selection of candidates for examination which has been directed to be done bearing in mind the principle of providing equal opportunities to members of different communities. Beyond this, there is no specific provision in the Madras

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scheme for showing any preferential treatment to members of Backward Communities.

(14). Coming now to the system of recruitment in Mysore, we have already got a Central Recruitment Board working for the past eight years with a Member of Government as its Chairman and an Assistant Secretary to Government as its Secretary and five non-official gentlemen and three Heads of Departments as its members. The Board is mainly an advisory body and its opinion is taken on important questions relating to recruitment. Vacancies exceeding three months in duration are reported to the Board and notified by the Secretary in the Gazette, from time to time, General and Special vacancies being shown separately according as the vacancies are meant for all candidates or candidates of Backward Communities only. Applications received from qualified candidates are forwarded by the Secretary to the appointing officers and the latter are called upon to select the best qualified among them and report the appointments made to the Secretary.

(15) While this system is good in its own way, there are some practical difficulties in its working. Each individual vacancy is advertised separately, and all the available candidates may not very often apply for the same. Sometimes, there will be no applications at all and the vacancy will as a result have to be re-advertised. In some cases, the vacancies may not have as wide a publicity as is desirable as applicants for

NOTE—Contn. sheet

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appointments living in rural parts cannot easily have access to the Government Gazette. The -- appointing officers are not bound to select -- candidates from any minor community which is less adequately represented in the services than other communities. All these inconveniences can to some extent be minimised if a system of Staff Selection Boards is adopted on the lines prevailing in British India.

(16) There is no need to have a competitive examination for the selection of candidates as in British India. Nor need we give up the existing rules regarding preference to be shown to candidates of Backward Communities. We may, with advantage, constitute a Central Staff Selection Board as well as District Staff Selection Boards for dealing with the selection of candidates for various grades of appointments. We may convert the present Central Recruitment Board and its personnel into a Central Staff Selection Board and we may also constitute District Staff Selection Boards with the Deputy Commissioner as Chairman, District Treasury Officer, District Educational Officer, District Medical Officer and Executive Engineer as official members with five or six leading gentlemen as non-official members, the officers of technical departments being co-opted whenever necessary. The part-time Secretary to the Central Recruitment Board may for the present continue as Secretary to the New Central Staff Selection Board and the District Treasury Officer may be the Secretary to the District Staff Selection Board.

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(17) Heads of Departments may be requested once a year to give an approximate idea of the number of vacancies that are likely to arise in the coming year on each grade of pay and the Secretary to the Central Board may get all the vacancies advertised, call for applications and send them to the Boards concerned for selection.

(18) The Central Staff Selection Board may deal with applications for appointments of a Provincial character and also appointments of over Rs 50/- and the District Staff Selection Boards may deal with appointments of a local character and also appointments under Rs 50/-. Lists of eligible candidates may be prepared by them from out of the applications received every year and they may be got published in the Gazette. Heads of Departments and appointing officers may select candidates required for particular vacancies from the approved lists and report the appointments made to the ~~xxxxx~~ Secretaries of the Central and District Staff Selection Boards so that the lists may be revised and kept up-to-date every quarter.

(19) After the scheme is allowed to work for a year, the same may be modified if necessary in the light of the experience gained during the period.

(20) The question may be considered at a special meeting of the Central Recruitment Board this month.

Chief Secy) 1/5/29

NOTE—Contn. sheet

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AT.

Kind attention is invited to the General rules of recruitment, conditions of service pay allowances and pension relating to Subordinate Public Service issued in G.O. No. 712 Public dated 2nd July 1929 published in Part I of the Fort St George Gazette dated 23rd July 1929

page 1384

Para 5(a) of the said rules denotes the communal rotation system of appointments to be followed in every office in filling up appointments arising therein. As a result of this system, the question of classification of vacancies (Viz General or Special as is in vogue in Mysore) does not perhaps arise.

Public Service
dated 19.6.31
Refer
Ft. St George
Gazette
1929
July to Dec
pages

Special Rules are also framed in respect of each Department so far as Subordinate service is concerned. Under these rules, Heads of Depts and other officers next lower in rank are empowered to make appointments (in conformity with the General rules) within the power of their patronage.

1) Agricultural — 1646
2) Engineering — 1867
3) Excise — 2077
4) Fisheries — 1778
5) Forest — 1780
6) Govt Press — 1558
7) Jail — 1954
8) Local Fund Audit 1733
9) Post — 1559
10) Public Health — 2032
11) Revenue — 2239
12) Veterinary — 1820
13) Registration — 1777.

Separate rules have also been framed relating to recruitment to Public Provincial Service. Power of Appointment to this class of service is reserved to the Local Government. Vide rules for [illegible] Department noted in this (X)

(X)
1. Educational — 2079.
2 Medical Service — 1841
(Gl. Br)
3 — do — Special Branch 1869
4 Police Service — 1560
5 Agricultural — 2071
Cooperative — 2076
Civil Service (Executive) 1866

(1) G. O. 712 Public dated 2nd July 1929. General Rules.

(2) G. O. No.686 Public dated 19th June 1931. Special Rules 1st Order General Rules.

(2) Class shall mean a class of the subordinate service concerned.

(6) A candidate is said to be "recruited or appointed direct" when at the time of selection or appointment he is not a member of a subordinate service.

(7) a candidate is said to be "recruited or appointed by promotion or transfer" when at the time of selection or appointment he is a member of a subordinate service.

2. Cadre

(a) Where a subordinate service consists of more than one class the Cadre of each class shall be distinct from the cadre of any other class of the subordinate service.

(b) Admission to a subordinate service shall be to the lowest grade in the service, or where a service consists of more than one class, to the lowest grade of each class.

5(a) So far as qualified and suitable candidates of each community are available, candidates shall be selected for admission to a subordinate service by the authority empowered in this behalf, in the following order

One Non-Brahman (Hindu)
One Muhammadan.
One Non-Brahman (Hindu)
One Anglo Indian or Christian or non-Asiatic.
One Brahman.
One non-Brahman (Hindu
One member of any other community (including depressed classes)
One non-Brahman (Hindu)
One Muhammadan.
One Non-Brahman (Hindu)
One A.I. or C or non-Asiatic
One Brahman.

(b) If a qualified and suitable candidate of a particular community is not forthcoming in the turn allotted to that community, a candidate belonging to the next community specified in sub rule (a) shall be selected for admission if he is otherwise qualified and suitable for admission, and a qualified and suitable candidate belonging to the former community will have a preferential claim$ to selection on the next occasion when a selection for admission to the same service is made.

(c) If a probationer of a particular community is found unsuitable for appointment, a qualified and suitable candidat belonging to that community will have a preferential claim for selection when a selection for admission to the same service is made.

6. Probation.

(a) non-ministerial - 2 years on duty if direct recruited or 2 years continuous or 3 years on duty out of a continuous period of 4 years, if he is in Government service.

(b) Ministerial - 1 year, or 2 years out of 3

14. Promotion.

(a) Where the duties of the members in various grades or classes of a service or in the various grades of a class in a service are the same promotion from one grade to another or from one class to another in the ordinary grade shall be made in accordance with seniority unless a member's promotion has been stopped as a punishment or for reasons to be recorded in writing, a member is given special promotion for conspicuous merit and ability

(b) Where higher qualifications needed, promotion not made until qualifications are acquired and fitness proved by acting chance.

Para 11 of the original order read as indicated in pencil

from one grade to another or

(c) Promotion to a selection grade shall be for merit and no member of a service shall be entitled to claim such promotion on the ground of seniority alone.

2nd order.

Special Rules:

Recruitment.

Admission to the service may be (1) by transfer from any other subordinate service in any post or (ii) by direct recruitment to any of the undermentioned posts, namely

storekeepers,

cashkeepers and treasurers,

clerks, upper division,

referencers,

clerks, lower division,

steno-typists,

typists.

(b) Candidates for admission to the service shal selected after consultation with the Madras Services Commission.

(c) candidates for admission to the service by direct recruitment shall be selected from the lists of eligible candidates which shall be drawn up by the Madras Services Commission separately for the City of Madras and for groups of officers in each District and for each of the communities recognised in General Rule 5, which shall be classified and arranged in order of preference and according to the various communities and which shall be published by the M. S. Commn. in the Gazette of the district concerned or in Fort St.George Gazette for City Offices.

(d) Subordinates rules (b) and (c) shall not apply to the appointment, in case of emergency, of a candidate to hold temporarily a post included in the cadre of the service for a period or periods not exceeding 3 months altogether

in the case of each person, but every such appointment shall be reported without delay, if in the City of Madras, direct to the M.S.C., and if in the mofussil, through the Collector to M.S.C. and a person so appointed shall not be regarded as a candidate selected for admission to the service.

(f) An appointing authority in a mofussil District or in the City of Madras shall apply for any candidate for admission to the services as storekeeper etc, to the Collector of the District or to the M.S.C. as the case may be, stating the ~~commtee~~ unity of the candidate to be selected and the duration of the vacancy. The Collector ~~of~~ or the M.S.C. shall allot to the Department the senior candidate on the District or M.S.C.list, of the community desired and shall at once open a service register for that candidate and send it to the appointing authority.

(G)If when the vacancy ceases, it is expected that it will be possible to absorb the candidate ~~left~~ later in a permanent vacancy in the department in the District, the candidate shall be regarded as permanently allotted to that department in the District and shall not be employed in any other department without the consent of the Department to which the candidate was allotted but may be employed by such appointing authority in any acting or temporary appointment for which he is eligible, in any office in his department in the district. Every such acting or temporary appointment shall be reported forthwith to the Collector or the M.S.C., by the appointing authority.

4. General Rule 5 shall apply separately in each Department in each District or in each office and in each

Department of the Secretariat and in each branch of the Board of Revenue in the City of Madras in respect of the class of appointments to which selection is made.

6. (a) on the expiry of a vacancy to which the candidate has been appointed under sub rule (f) of Rule 2 the appointing authority shall, if he is not regarded as permanently allotted to the Department in which the vacancy had arisen, return the service register brought up to date and send to the Collector or M.S.C. a report showing whether the candidate's work and conduct have or have not been satisfactory. If the report is not satisfactory, it shall be open to the Collector or M.S.C. to terminate the candidate's probation. Appeal shall lie against a Collector's order to M.S.C.